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**UNITED STATES DEPARTMENT OF LABOR**  
**BULLETIN OF THE WOMEN'S BUREAU, No. 58**

**WOMEN IN DELAWARE  
INDUSTRIES**

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

[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 13229]

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

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

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

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

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

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

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

Approved, June 5, 1920.

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

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1927

U. S. DEPARTMENT OF LABOR  
JAMES I. DAVIS, SECRETARY  
WOMEN'S BUREAU  
MARY ANDERSON, DIRECTOR

BULLETIN OF THE WOMEN'S BUREAU, NO. 22

# WOMEN IN DELAWARE INDUSTRIES

A STUDY OF HOURS, WAGES AND  
WORKING CONDITIONS

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## CONTENTS

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	Page
Letter of transmittal.....	vii
<b>Part I. Introduction</b> .....	<b>1-8</b>
Scope and method of investigation.....	2
Summary of facts.....	5
Conclusions.....	7
<b>II. Hours in factories, stores, and laundries</b> .....	<b>9-19</b>
Scheduled hours.....	9
Daily hours.....	9
Weekly hours.....	12
Saturday hours.....	15
Lunch periods.....	16
Hours actually worked.....	17
Lost time.....	17
Overtime.....	19
<b>III. Wages in factories, stores, and laundries</b> .....	<b>21-41</b>
Week's earnings.....	22
Methods of payment.....	26
Earnings and time worked.....	28
Earnings of full-time workers.....	30
Earnings and rates.....	32
Weekly rates and scheduled weekly hours.....	34
Earnings and experience.....	35
Earnings and age.....	37
Year's earnings.....	38
<b>IV. Working conditions in factories, stores, and laundries</b> .....	<b>43-60</b>
General workroom conditions.....	44
Cleaning.....	45
Heating.....	45
Ventilation.....	45
Lighting.....	46
Seating.....	47
Uniforms.....	49
Hazard and strain.....	49
Sanitation.....	50
Drinking facilities.....	50
Washing facilities.....	51
Toilets.....	52
Service facilities.....	56
Lunch rooms.....	56
Rest rooms.....	57
Cloak rooms.....	57
Health service and first aid.....	58
Employment management.....	58
General mercantile and 5-and-10-cent stores outside Wil- mington.....	59

	Page
Part V. Vegetable canneries.....	61-88
Hours and wages.....	62
Earnings of timeworkers and pieceworkers.....	68
Earnings by occupation.....	70
Hourly rates.....	71
Earnings in plants with incomplete records.....	72
Working conditions.....	74
Location and buildings.....	74
Processing of canned tomatoes.....	75
General workroom conditions.....	77
Sanitary and service facilities.....	82
Cannery camps.....	84
Buildings.....	85
Sanitation.....	87
Premises.....	88
VI. Hotels and restaurants.....	89-101
Hours.....	90
Weekly hours.....	91
Daily hours.....	92
Over-all hours.....	94
Wages.....	100
Working conditions.....	101
VII. The workers.....	103-120
Personal information.....	103
Nativity.....	103
Age.....	105
Conjugal condition.....	106
Living condition.....	107
Family relationship and responsibilities.....	108
Chief source of family support.....	108
Occupation of chief wage earner.....	108
Number of wage earners and size of family.....	109
Industrial history.....	111
Length of service in industry.....	111
Age at beginning work.....	112
First job and length of service therein.....	113
Time in the trade.....	114
Number of industries engaged in.....	117
Time with the employing firm.....	117
Number of jobs held during preceding year.....	118
Jobs before and after marriage.....	119
Appendix A—General tables.....	123-146
Appendix B—Schedule forms.....	147-156

## TEXT TABLES

TABLE 1. Number of establishments visited and number of men and women employed therein, by industry.....	4
2. Scheduled daily hours, by industry.....	10
3. Scheduled weekly hours, by industry.....	13
4. Distribution of women and their median earnings, by industry.....	23
5. Number of women employed and their median earnings, 1923 and 1924, by industry.....	25
6. Extent of timework and piecework, by industry.....	26

CONTENTS

V

Page

TABLE 7. Week's earnings of women who worked the firm's scheduled week compared with those for all workers, by industry.....	31
8. Median rates and median earnings, by industry.....	33
9. Weekly rates and actual week's earnings.....	34
10. Year's earnings of women for whom 52-week pay-roll records were secured, and comparison of their average weekly earnings with the median for all women, by industry.....	40
11. Inadequacy of washing facilities for women employees, by industry.....	52
12. Inadequacy of toilet facilities, by industry.....	54
13. Median earnings of cannery employees, by time worked and race.....	86
14. Extent of timework and piecework in canneries, by product, race and for (tomatoes) occupation.....	69
15. Hourly rates of timeworkers in canneries, by product and (for tomatoes) occupation.....	71
16. Hours and earnings of tomato peelers, by cannery—plants with incomplete records.....	73
17. Scheduled weekly hours in hotels and restaurants, by occupation.....	91
18. Length of the day's work in hotels and restaurants, by occupation.....	93
19. Scheduled over-all hours in hotels and restaurants, by occupation.....	95
20. Time off for meals or rest in hotels and restaurants, by over-all hours.....	97
21. Irregularity of hotel and restaurant days, by occupation.....	99
22. Age at beginning work—regular industries and canneries.....	112
23. Length of service in first job, by industry.....	114
24. Time in the trade, by industry.....	115
25. Length of service of women having had employment in only one regular industry, by industry.....	116
26. Length of service in major industry of women having had employment in two or more, by industry.....	116
27. Time with the employing firm, by industry.....	118
28. Number of jobs held during the year, by age group—regular industries.....	118
29. Number of jobs held during the year, by age group—canneries.....	119
30. Work of women before and after marriage, by employment at time of survey.....	119

APPENDIX TABLES

TABLE I. Scheduled Saturday hours, by industry.....	123
II. Length of lunch period, by industry.....	124
III. Hours worked less than scheduled, by industry.....	125
IV. Hours worked more than scheduled, by industry.....	126
V. Week's earnings of white women, by industry.....	127
VI. Number of timeworkers and pieceworkers and their week's earnings, by industry.....	128
VII. Median earnings and hours worked, by industry.....	130
VIII. Week's earnings and time worked, all industries.....	131

	Page
TABLE IX. Earnings of women who worked the firm's scheduled week, by industry.....	133
X. Weekly rate and actual week's earnings, by industry.....	134
XI. Weekly rate and scheduled weekly hours, all industries.....	136
XII. Week's earnings of women who supplied personal information, by time in the trade—all industries.....	137
XIII. Median earnings and time in the trade, by industry.....	138
XIV. Week's earnings of women who supplied personal information, by age—all industries.....	139
XV. Year's earnings of women for whom 52-week pay-roll records were secured, by industry.....	140
XVI. Week's earnings of cannery employees, by time worked and race.....	141
XVII. Week's earnings of women in hotels and restaurants, by occupation and race.....	143
XVIII. Nativity of the women employees who supplied personal information, by industry.....	144
XIX. Age of the women employees who supplied personal information, by industry.....	145
XX. Conjugal condition of the women employees who supplied personal information, by industry.....	146
XXI. Living condition of the women employees who supplied personal information, by industry.....	146

## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, December 11, 1926.*

SIR: There is submitted herewith a report of women in Delaware industries, a study of hours, wages, and working conditions in the industries of the State, including the canneries. The request for this study was made by the Labor Commission of Delaware and was indorsed by the Delaware Council of Social Agencies, an association made up of 30 organizations. The State officials and especially the inspectors of the State department of labor were most helpful in the assistance which they gave. Special credit is due to the employers, who were very generous in their help and cooperation.

Miss Caroline Manning was in charge of the survey, Miss Elizabeth A. Hyde supervised the tabulation of the statistical material, and Miss M. Loretta Sullivan and Miss Ethel Erickson wrote the report.

MARY ANDERSON, *Director.*

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

# WOMEN IN DELAWARE INDUSTRIES

## PART I

### INTRODUCTION

Early in 1924 the Women's Bureau of the United States Department of Labor was asked by the Labor Commission of Delaware to make a survey in that State of the wages and hours of women workers. The request received not only the indorsement of the Delaware Council of Social Agencies, an association made up of some 30 organizations which are working for the social welfare of the State, but also the approval of several civic leaders.

Following its policy of cooperating whenever possible with State departments of labor, the Women's Bureau undertook the survey, and for two months in the late summer and early fall of 1924 its agents were busy securing data from which statistical tables afterwards were drawn up. State officials, and especially inspectors of the State department of labor, by their cooperation greatly facilitated the work of the survey. Due credit is likewise extended to the employers, who in almost every instance gave free access to their records, a courtesy which made possible the collection of data presented in this bulletin.

In area Delaware is the second smallest State in the Union, and it is third lowest as regards population. Industrially, at least as far as women are concerned, it is not prominent, for according to the 1920 census only 20.8 per cent of all females 10 years of age and over were found to be gainfully employed; of these, 35.2 per cent were in domestic and personal service; 21 per cent in clerical and the same proportion in manufacturing and mechanical pursuits; 9.1 per cent and 8.1 per cent in professional service and trade, respectively; while 5.5 per cent were in agriculture, extraction of minerals, transportation, and public service combined.<sup>1</sup> Almost two-thirds (64.3 per cent) of the 18,102 women whose occupations were thus reported in the last census were in the major groups—domestic and personal service, trade, and manufacture—wherein appeared all occupations included in the present study. The bureau's agents secured wage data for one-fourth (25.7 per cent) of the women in these three groups, and this proportion

<sup>1</sup>U. S. Bureau of the Census. Fourteenth census: 1920. v. 4, Population. Occupations, pp. 56-73.

may be regarded as fairly representative of the number of women in the various industries included. Leather, canning and preserving, and tobacco and cigars constitute the chief woman-employing manufacturing industries of the State; in fact, one-half (51.4 per cent) of the average number of women wage earners in 1920 were found in these three classifications.<sup>2</sup>

#### SCOPE AND METHOD OF INVESTIGATION

As it was impossible with the limitation of time and funds to include all establishments wherein women worked in Delaware, the bureau's agents inspected a representative number of plants, large, small, and medium-sized, with different types of management and in various localities. It was the aim of the bureau to include in each of the industries a fair proportion of the total number of women employed therein. Thus, although the number of women reported in the manufacture of paper and paper products, of pulp and hard-fiber products and of wood products may seem small, the figure is representative of the number of women in each of these industries in Delaware.

In the matter of locality a computation of census figures shows that 39.2 per cent of the establishments of the State were located in Wilmington.<sup>3</sup> In the present study 34.9 per cent of the plants visited were in Wilmington, 6.8 per cent in Dover, and 58.2 per cent in the smaller cities and towns and in rural districts. All the canneries were located outside Wilmington, as were 83.3 per cent of the clothing factories, 75 per cent of the pulp and hard-fiber plants, 80.6 per cent of the stores in the general mercantile industry, and more than one-half (66.7 and 57.1 per cent, respectively) of the restaurants and the miscellaneous manufacturing establishments.

The 146 stores, factories, laundries, hotels, restaurants, and canneries for which wage data were collected were located in the following 29 cities, towns, and industrial communities of the State:

Barkers Landing.	Harrington.	Oak Grove.
Blanchard.	Hartly.	Odessa.
Bridgeville.	Laurel.	Rehoboth Beach.
Dagsboro.	Lewes.	Seaford.
Dover.	Middletown.	Smyrna.
Farmington.	Milford.	Townsend.
Felton.	Millsboro.	Wilmington.
Georgetown.	Milton.	Wyoming.
Greenwood.	Newark.	Yorklyn.
Harbeson.	New Castle.	

Definite information regarding the number of employees and data on hours and wages of the women workers were recorded by inves-

<sup>2</sup>U. S. Bureau of the Census. Fourteenth census: 1920. v. 9, Manufactures, 1919. p. 215, Table 8. Ibid., p. 216, Table 10.

tigators after interviewing employers and managers and on examining the pay rolls of the plants. The agents themselves copied the wage figures from the books of the various establishments, in this way insuring the uniformity of method and making comparable as far as possible the material obtained from all plants.

It was the object of the bureau to secure data for a current pay roll. Most of the records copied were for a week in August or September, a time especially good for the vegetable canneries which were then at the peak of their season. A week in July or October had to be taken for some establishments, however, because a normal week was not recorded during either of the other months. In one hosiery and knit-goods mill it was necessary to copy records for a period as early as the week which ended July 4, this being regarded as the latest representative pay roll of this factory. Workers were paid on a weekly basis in all but a few of the establishments covered, and for the exceptions the earnings of the women were prorated in order that all wage data should be uniformly presented. Figures for a week in 1923 corresponding as nearly as possible to the date of the current pay roll also were secured, as was a record of the year's earnings for about 20 per cent of the women in each plant, only the records of those employees who had worked at least 44 weeks of the year being considered for the latter tabulation.

Facts relating to age, nativity, conjugal and living condition, and time in the trade were obtained through personal interviews with the women at their work. The woman's dependents and her home responsibilities always are subjects of great importance, and the answers to queries regarding the worker's economic status in the home reveal some very significant facts. In addition to securing wage data and personal-history records the agents made a thorough investigation of all factories and laundries where women were employed. Detailed information concerning conditions of work in the many small stores in the outlying districts of Delaware was not considered sufficiently important to incorporate in a report like the present one, since these facilities, or the lack of them, were applicable to so few women. Early in the survey it was apparent that in order to present wage data for the desired quota of women in general mercantile and 5-and-10-cent stores pay-roll records of the workers in stores where only one or two women were employed would have to be included, even though a detailed investigation of the working conditions of these establishments was thought to be inexpedient.

For vegetable canneries a different schedule form was used. The seasonal nature of this industry sets it apart from the others included in the survey not only because of the many migrants employed but on account of the hours and wages prevailing. It is the only industry in the survey in which women's hours of work are excepted from

the State's limitation of a 10-hour day and a 55-hour week. The short season and excessive undertime or overtime cause great fluctuations in the earnings of the women and make uncertain the amount received each week in the pay envelope.

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

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

Industry	Number of establishments	Total number of employees	Number of men	Number of women	
				White	Negro
All industries.....	146	9,687	5,511	3,903	273
Manufacturing:					
Cigars.....	4	482	29	453	
Clothing.....	12	537	46	491	
Food products.....	6	422	254	168	
Leather (tanning).....	6	1,189	931	258	
Paper and paper products.....	3	230	180	50	
Pulp and hard-fiber products.....	4	538	474	64	
Textiles—					
Hosiery and knit goods.....	4	145	21	124	
Other.....	15	1,501	1,137	364	
Wood products.....	3	166	110	56	
Miscellaneous.....	7	751	432	319	
General mercantile.....	131	427	74	353	
5-and-10-cent stores <sup>3</sup> .....	17	118	19	99	
Laundries.....	5	300	104	196	
Hotels and restaurants.....	15	196	111	64	21
Vegetable canneries.....	34	2,685	1,589	844	252

<sup>1</sup> No men were employed by two firms manufacturing clothing and one manufacturing textiles other than hosiery and knit goods, nor in 14 general mercantile establishments, and two 5-and-10-cent stores.

<sup>2</sup> Includes two establishments manufacturing candy.

<sup>3</sup> Throughout this report this industry has been designated 5-and-10-cent stores although a few establishments sold goods at 25 cents and \$1.

<sup>4</sup> Includes one cannery reporting total number of males only, men and boys not specified.

<sup>5</sup> Exclusive of tomato peelers in 12 canneries having no individual records. See p. 73.

The 4,176 women included in the survey were employed in factories, stores, laundries, hotels, restaurants, and vegetable canneries. More than one-half (56.2 per cent) of the total number of women were employed in factories and 26.2 per cent in canneries, while 10.8 per cent worked in stores, 4.7 per cent in laundries, and 2 per cent in hotels and restaurants.

In the general tabulation of scheduled hours and wages the figures for hotel and restaurant workers and for women in canneries are not included. Both these industries are discussed in separate sections of the report. The great irregularity in hours and variation in the scale of wages in each of these groups imply differences so great as to make individual treatment necessary. The seasonal nature of the work in canneries and the system of including meals or board and lodging as part payment for hotel and restaurant employees tend to affect the week's wages of the workers and to prevent a comparison of their earnings with those of women in other industries.

## SUMMARY OF FACTS

## Extent of survey.

Number of cities and towns visited .....	29
Number of establishments visited .....	146
Number of women employed in these establishments .....	4, 176

## Workers.

	Per cent
1. Proportion of negroes .....	6. 5
2. Distribution of women in industry groups—	
Manufacturing .....	56. 2
Mercantile .....	10. 8
Laundries .....	4. 7
Hotels and restaurants .....	2. 0
Vegetable canneries .....	26. 2
3. Age of—	
3,244 white women—	
Under 25 years .....	49. 7
25 and under 30 years .....	10. 4
30 years and over .....	39. 9
428 negro women—	
Under 25 years .....	42. 8
25 and under 30 years .....	15. 2
30 years and over .....	42. 1
4. Conjugal condition of <sup>4</sup> —	
3,255 white women—	
Single .....	53. 7
Married .....	33. 6
Widowed, separated, or divorced .....	12. 6
5. Living condition of <sup>4</sup> —	
3,254 white women—	
Living with relatives .....	92. 3
Living independently .....	7. 7
6. Nativity of <sup>4</sup> —	
3,255 white women—	
Native born .....	90. 8
Foreign born .....	9. 2

## Hours.

## I. Factories, stores, and laundries.

Data for 88 establishments reporting daily hours and for 97 reporting weekly hours may be summarized as follows:

## 1. Daily hours—

- Eight hours or less for 15.3 per cent of the women.
- Ten hours and over for 9.5 per cent of the women.

## 2. Weekly hours—

- Forty-eight hours or less for 21.5 per cent of the women.
- Fifty-five hours and over for 9.8 per cent of the women.
- Hours less than scheduled hours worked by 62.1 per cent of the women for whom hours worked were reported.
- Hours more than scheduled hours worked by 4 per cent of the women for whom hours worked were reported.

<sup>4</sup> Records of negro women on nativity and conjugal and living condition were not adequate for statistical purposes.

**Hours—Continued.****I. Factories, stores, and laundries—Continued.****3. Saturday hours—**

Saturday hours shorter than the daily schedule for 85.7 per cent and no Saturday work for 10.4 per cent of the women in factories.

Saturday hours longer than the daily schedule for 88.3 per cent of the women in stores.

Saturday hours shorter than the daily schedule for 100 per cent of the women in laundries.

**II. Hotels and restaurants.**

For 81 women employed in 15 hotels and restaurants the scheduled hours of duty on 51 per cent of all the working days were 8 or less.

Over-all hours on 48.2 per cent of the days were 10 or more.

**III. Vegetable canneries.**

31.5 per cent of the women for whom hours worked were reported had a week longer than 55 hours.

**Wages.**

A summary of the wage data is presented in the following form:

**For 97 factories, stores, and laundries—**

Median week's earnings—	1923	1924
For all women.....	\$12. 70	\$11. 05
For full-time workers.....		12. 90
Median year's earnings.....		675. 00

**For 15 hotels and restaurants—**

Median week's earnings—		
For 64 white women.....		10. 15
For 21 negro women.....		10. 75

**For 34 vegetable canneries—**

Median week's earnings—		
For 844 white women.....		9. 40
For 252 negro women.....		5. 55

**Working conditions.**

For the 54 factories, 36 stores, 7 laundries, and 15 hotels and restaurants inspected—

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

(a) Thirteen factories and 1 laundry had some of or all their aisles obstructed, and 8 factories and 1 laundry had narrow aisles.

In 5 stores the space behind the counters was so narrow that clerks passed one another with difficulty.

(b) Floors of cement or other hard material were in use in 11 factories, 4 laundries, and 6 restaurants.

Floors were in an unsatisfactory state of repair in 16 factories and 2 laundries, and dirty in 13 manufacturing plants.

(c) Natural light was found inadequate in 9 factories, 3 laundries, and 4 stores, and unshaded bulbs were in general use in 28 plants, 1 of these being a laundry.

**Working conditions—Continued.**

For the 54 factories, 36 stores, 7 laundries, and 15 hotels and restaurants inspected—Continued.

1. General workroom conditions were as follows—Continued.

(d) In 32 manufacturing plants and 5 laundries some or all women had standing jobs, and in only about one-third of these firms were chairs or stools available for occasional use; in 16 factories and 1 laundry some of the women sat all day on stools or benches without backs. Only 2 factories had installed chairs with adjustable legs and backs.

2. The need for improved sanitation is shown by the following:

(a) In 18 factories, 4 stores, and 3 laundries the common drinking cup was found; bubblers were provided in 18 establishments, 13 of these having insanitary ones.

(b) No washing facilities were found in 5 factories, no towels in 33 factories and 2 laundries, and common towels in 14 factories, 5 stores, and 2 laundries.

(c) According to the Women's Bureau recommendation (1 installation for every 15 women) 16 factories had an inadequate number of toilet facilities; in 27 factories and 2 laundries the toilets were not designated. Only privies were provided in 12 factories.

3. The record of service facilities<sup>5</sup> disclosed—

No lunch room in 45 establishments.

No cloak room in 30 establishments.

No rest room in 52 establishments.

**CONCLUSIONS**

As regards women workers Delaware is not primarily an industrial State, and its standard of legal protection for women employed therein is not particularly high. A 10-hour day and a 55-hour week is the limitation fixed by the State in all but one of the industries covered in this survey. As in other States, however, many employers had instituted in the plants where women worked schedules shorter than those allowed by law; for as many as nine-tenths of the women reported in the factories, stores, and laundries had a daily schedule of less than 10 hours, and more than one-fifth of the total number were employed in plants in which the weekly schedule was 48 hours or less. Of the 18 States for which hour data have been obtained by agents of the Women's Bureau, Delaware falls below 10 in the proportion of women for whom scheduled weekly hours were 48 or less.

The chief difficulty with the working hours of the 84 restaurant workers included in the survey was the irregularity of the workday, the daily and weekly schedule of the majority of the women being not unduly long. Some women were required to put in a seven-day week or were subjected to the inconvenience of broken shifts with a

<sup>5</sup>Stores outside Wilmington were not included in the tabulation made of service facilities.

long over-all span. Another drawback in some instances was the lack of a special meal period, the worker being required to eat on duty whenever opportunity occurred.

The canning industry was the one exception to the hour regulations fixed by the State laws. Many of the managers reported that the seasonal nature of the industry and the irregularity of the workday made a fixed schedule almost impossible. In a week considered representative one-fifth of the women—white and negro—for whom the number of hours worked was recorded on the pay rolls of the canneries showed a week of 60 hours or more.

The median of the week's earnings for women in the factories, stores, and laundries of Delaware was \$11.05, an amount lower than the median shown for the majority of the other States investigated by the bureau. The fact that one-half of the women received earnings of less than the \$11.05 for a week considered representative, reveals a wage situation in need of improvement. The wage data for canneries and hotels and restaurants also tend to emphasize this impression. In vegetable canneries the median earnings for white and negro women were \$9.40 and \$5.55, respectively, and for white and negro women in hotels and restaurants they were \$10.15 and \$10.75, respectively.

From the discussion of plant conditions for women in the major industrial group it is evident that in many establishments the standards of plant equipment left much to be desired. A plant which provides no washing facilities, no towels, or only a common towel can not be considered efficient in sanitary measures; yet five factories furnished no washing facilities, and almost one-third of the establishments investigated provided only a common towel. In the canneries the handling of food makes such measures as cleanliness of the workroom and proper washing and toilet facilities of the utmost importance, and while the Delaware survey shows that in many of the canning establishments visited sanitary provisions were quite satisfactory, in others disorder and messiness prevailed.

At the time of the survey about two-fifths of the 34 vegetable canneries investigated were furnishing quarters to some or all workers, many of these women being brought in from other States for the canning season. Most of the camps provided for these workers fell far below the standards of a model camp, and although there was practically no overcrowding in the 1924 season, in a year with a heavy pack accommodations would be congested. There was need for better buildings and for more attention to sanitation, especially in the matter of the provision of garbage receptacles and of better privies. An improved drainage system to carry off surface water where the premises were low or flat also was greatly needed.

## PART II

### HOURS IN FACTORIES, STORES, AND LAUNDRIES

Data given in this section on scheduled hours represent the normal working hours of the establishments visited and only rarely the schedules resulting from the industrial depression. The tabulations shown are based on information obtained from managers relative to the daily and weekly hour schedules prevailing in their establishments; in other words, statistics have been compiled concerning the number of hours stipulated by each firm that women in its employ should work regularly, each day and each week. Policies in regard to lunch periods, Saturday half holidays, and night work in the various plants are recorded, since knowledge of such practices aids greatly in determining the suitability of the hours of women. It should be borne in mind that scheduled hours do not take into account overtime and time lost by employees; in fact, it frequently happens that the hours which women actually work during a day or a week do not coincide with the scheduled hours of the plant. Whenever possible, data on the hours actually worked by the women included in the survey were secured, and an analysis of this material appears later in the report.

The scheduled hours of women working in canneries and restaurants are not discussed in this section. Fluctuations day by day in the hours of canneries and the great irregularities in the hours of hotel and restaurant employees make it impossible to include the data on these two industries in the hour tabulations of plants with a regular schedule. For these groups, therefore, separate discussions are presented.

#### SCHEDULED HOURS

##### Daily hours.

The scheduled daily working hours for women in the establishments included in the survey are shown in Table 2. Generally speaking these hours are representative of a five-day week, but the schedules of some plants included in the analysis covered only four days, since at the time of the investigation a few establishments in Delaware were not operating full time. Saturday, so often regarded as shorter than other workdays, is not included in the following table of daily hours.

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9

TABLE 2.—Scheduled daily hours, by industry

Industry	Number reported		Number of establishments and number of women whose scheduled daily hours were—													
			Under 8		8		Over 8 and under 9		9		Over 9 and under 10		10		Over 10	
	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
All industries.....	188	2,970	5	231	16	224	13	215	23	579	21	1,439	11	280	2	2
Per cent distribution of women.....		100.0		7.8		7.5		7.2		19.5		48.5		9.4		0.1
<b>Manufacturing:</b>																
Cigars.....	4	453			2	6					2	447				
Clothing.....	12	491					1	16	8	210	3	265				
Food products.....	6	168			1	2			2	125	2	29	1	12		
Leather (tanning).....	16	258			1	22			2	56	3	172	1	8		
Paper and paper products.....	3	50					1	11					2	39		
Pulp and hard-fiber products.....	4	64					1	34			3	30				
Textiles—																
Hosiery and knit goods.....	4	124					1	61			2	51	1	12		
Other.....	5	364							1	65	3	240	1	59		
Wood products.....	3	56			1	9				23			1	24		
Miscellaneous.....	7	319			1	15	2	81	1	18	3	205				
General mercantile.....	122	328	5	231	6	78	7	12	2	2			2	3	2	2
5-and-10-cent stores.....	7	99			4	62			3	7						
Laundries.....	5	196							3	73			2	123		

<sup>1</sup> Details aggregate more than total because some establishments appear in more than one hour group. Total excludes 9 general mercantile establishments, employing 25 women, with hours too irregular for tabulation.

<sup>2</sup> Includes an establishment with 2 women alternating 8 and 8½ hours.

<sup>3</sup> Includes an establishment with 1 woman working 11 hours on Tuesday and Thursday.

<sup>4</sup> Includes an establishment with 137 women working 10 hours on Friday and none on Saturday.

<sup>5</sup> Includes an establishment with 1 woman working 4 hours on Thursday, and an establishment with 3 women working 8 hours on Thursday.

<sup>6</sup> Includes an establishment with 1 woman working 7¼ hours on Tuesday.

<sup>7</sup> Details aggregate more than total because some establishments appear in more than one hour group.

Delaware has established a 10-hour day and a 55-hour week as the maximum that women employed in the industries discussed in this section of the report may be permitted to work. Although the five firms, with 231 women, showing a scheduled day of less than 8 hours are in the general mercantile division, this group also includes the two firms having 2 women with a schedule of more than 10 hours. Thus it happens that the shortest as well as the longest hour schedule shown in the table is for the general mercantile group, which industry includes approximately one-eighth of all women reported.

The standard advocated for wage-earning women is an 8-hour day, and about one-fourth of the establishments and 15.3 per cent of the women included in the Delaware factories, stores, and laundries had a day of 8 hours or less. Although seven industries are included in this classification, all but one-eighth of the women shown as having a schedule of 8 hours or less were employed in stores. The manufacture of clothing, of paper and paper products, of pulp and hard-fiber products, of hosiery and knit goods, and of "other textiles," together with laundries, had no firm which reported a schedule so short as this.

The table shows that almost one-half (48.5 per cent) of the women had scheduled daily hours of over 9 and under 10. In regard to numbers affected, the next highest group is the one of 9 hours, which includes less than one-fifth (19.5 per cent) of the total number of women reported. Although this latter classification reveals 2 more establishments than appear in the former group, the 9-hour column shows only two-fifths as many women, a fact which emphasizes the small proportion of women in most of the 23 firms reporting a 9-hour day.

The majority of the manufacturing industries had the greatest proportion of their women in the 9-and-under-10-hour groups. Each of the following nine manufacturing industries had more than two-fifths of their women workers so classified: Cigars, food products, clothing, leather, "other textiles," miscellaneous, pulp and hard-fiber products, hosiery and knit goods, and wood products. The first six of these industries reveal the vast majority of women with a schedule of 9 and under 10 hours. As many as 84.3 per cent of all the women in manufacture were scheduled for a day of this length. It is apparent then that the more up-to-date managers of manufacturing plants have voluntarily adopted a schedule less than that sanctioned on the statute books as the hours a woman may work. The fact that these firms have instituted a schedule shorter than is required by law is proof that the maximum fixed by the State is not necessarily the standard of the industry. For in addition to the State regulation, which covers practically all the industries discussed in this section of the report, it is frequently the practice of an industry to set a standard of hours for the women employed therein.

Only about one-eighth of the establishments had a day of 10 hours. More than nine-tenths of the women had a scheduled day shorter than the maximum fixed by law. Table 2 shows that no plant manufacturing cigars, clothing, or pulp and hard-fiber products, nor in the miscellaneous group, and no 5-and-10-cent store had a daily schedule as high as 10 hours. But even though the vast majority of the establishments and as many as 90.5 per cent of the women are shown as having a schedule of less than 10 hours, there were 13 establishments in the survey with a longer daily schedule, two of them reporting hours in excess of 10 a day. Eight industries, employing almost one-tenth of the women appearing in the table, have some firms whose daily schedule was at least as long as 10 hours. More than two-fifths of these women were in laundries, over one-half were engaged in manufacture, while a very small per cent (1.8) were in the general mercantile group. About the last, it may be said that long hours for women occurred in small towns where there were not many women employed outside the home. Sometimes only one saleswoman each was employed in these stores, although in one of the four reporting as many as 10 hours there were three women employed. As it is the custom of stores in small towns to keep open at night for the accommodation of patrons, it is not surprising to find that the four stores which appear in the table as having scheduled hours of 10 and over were located in small communities. Because of the great irregularities in the daily hours of these firms, such qualifications as "depends on business" or "almost family relationship" were given by managers in explanation of the staggered hours reported, fluctuations in the opening and closing hours of an establishment naturally affecting the schedule of hours prevailing.

Almost four-fifths of the women engaged in the manufacture of paper show a schedule of exactly 10 hours, and more than three-fifths of all the laundry workers appear in this classification. The manufacture of wood products had the next highest proportion, over two-fifths of its women, having a day the exact length of the maximum set by the State. In the other five industries reporting a schedule of this length, the proportion of women in each with such hours was quite small.

#### **Weekly hours.**

The report of daily hours does not tell the whole story. Only by a comparison of daily hours with the hours women are required to work during a week is a true picture given of working schedules in the various industries. It is not the length of one day, but the steady grind day after day, that takes a toll of woman's health and strength. The accompanying table shows the number of women and establishments in each industry with the specified hours per week.

TABLE 3.—Scheduled weekly hours, by industry

Industry	Number reported		Number of establishments and number of women whose scheduled weekly hours were—																							
			Under 44		44		Over 44 and under 48		48		Over 48 and under 50		50		Over 50 and under 52		52		Over 52 and under 54		54 and under 55		55		Over 55	
	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	197	2,995	4	89	3	15	11	403	2	133	9	256	11	324	16	650	4	88	11	547	15	190	15	285	8	10
Per cent distribution of women		100.0		3.0		0.5		13.5		4.6		8.5		10.8		21.7		2.9		18.3		6.3		9.5		0.3
Manufacturing:																										
Cigars	4	453			2	6													2	447						
Clothing	12	491					2	35			5	161	2	30	1	149	1	70	1	46						
Food products	6	168	1	2							1	32			1	14	1	15			1	93	1	12		
Leather (tanning)	16	258					1	22					2	56	3	172							2	39		
Paper and paper products	3	50	1	11																						
Pulp and hard-fiber products	4	64					1	34							1	3			1	15	1	12				
Textiles																										
Hosiery and knit goods	4	124	1	61									1	65	1	211			1	16	1	35	1	12		
Other	5	364												23					2	2	29	1	59			
Wood products	3	56			1	9							1	2					1	18			1	24		
Miscellaneous	7	319	1	15			2	81	1	137			2	68					1	4	9	16	6	8	7	9
General mercantile	131	353					5	231	1	1	1	1	2	71	5	9	2	3	4	4	9	16	6	8	7	9
5-and-10-cent stores	7	99												4	92				1	1	1	5			1	1
Laundries	5	196										2	62	1	11							2	123			

<sup>1</sup>Details aggregate more than total because some establishments appear in more than one hour group.  
<sup>2</sup>Includes an establishment with three women alternating 5½ and 55 hours.

The largest per cent of women in any classification of the table is found in the over-50-and-under-52-hour group, where about one-fifth of the women appear. Next in order is the 18.3 per cent shown for women employed by firms which scheduled a week of over 52 and under 54 hours in length, cigar manufacturing embracing more than four-fifths of the women whose schedule was thus reported.

More than one-half of the 2,995 women in the table had a week of 50 and under 54 hours. Of the 12 industries included, the manufacture of cigars, of clothing, of "other textiles," and of leather constitute more than three-fourths of the women in these classifications.

As previously stated, Delaware has fixed 55 hours as the maximum a woman may work, yet the table shows that not quite one-tenth of the total number had a schedule as long as this. Eight industries are included in this 55-hour classification. They are as follows: The manufacture of food, leather, paper and paper products, hosiery and knit goods, "other textiles," and wood products, general mercantile establishments, and laundries. More than two-fifths of the women appear in one industry—laundries.

Due to the same causes as were found to exist in the discussion of daily hours, namely, the customs and habits of small communities, stores were found to be the only industrial group having weekly hours beyond the maximum. When it is seen, however, that the eight establishments with such a schedule employed but 10 women, their influence on so representative a group as the 2,995 women appearing in the table manifestly is negligible. The three stores that reported hours as long as 60 were located in the same town, and one of the three had a weekly schedule ranging from 10 to 12½ hours longer than the 55-hour limitation.

Each of four industry groups—the manufacture of food products, paper and paper products, hosiery and knit goods, and the miscellaneous manufacturing group—shows one firm having a schedule less than 44 hours, but the number of women in this hour classification is very small, only 3 per cent of the total reported.

All industries except the manufacture of "other textiles," the 5-and-10-cent stores, and the laundries show at least one firm whose weekly schedule for women workers was 48 hours or less. Practically one-fifth (20.6 per cent) of the establishments and 21.5 per cent of the women had a schedule of not more than 48 hours, and three-tenths of these firms and almost three-eighths (36 per cent) of the women appearing in this classification are found in the general mercantile group. It is interesting to note that approximately two-thirds of the total number of women in the general mercantile industry had a scheduled week not exceeding 48 hours in length.

### Saturday hours.

In many localities and in a number of industries Saturday is regarded as a short working day; therefore a separate tabulation of the Saturday schedules reported is shown in Appendix Table I. It would seem that the provisions of the Delaware law—a 10-hour day and a 55-hour week—would of themselves be somewhat suggestive of short Saturday hours. In the 13 industries investigated, 92 firms recorded Saturday schedules for 2,752 women. Five plants—two in the miscellaneous manufacturing group, one manufacturing paper and paper products, one a clothing factory, and one a hosiery and knit-goods mill—employing altogether 243 women, reported no work on Saturdays at the time of the survey.

More than one-half of the establishments (54.6 per cent) reported a Saturday of 3 and less than 6 hours. This classification includes practically three-fourths (73.7 per cent) of the women, and all these but the 8.9 per cent employed in laundries were in manufacturing plants. With the exception of stores all industries had at least one establishment with a Saturday of less than 6 hours.

The vast majority (85.6 per cent) of the women in the manufacturing industries and all those employed in laundries had a Saturday of 4 and under 6 hours, while all general mercantile establishments reported a Saturday longer than 7 hours for their women employees. It was in stores—both the 5-and-10-cent and the general mercantile establishments—that the long Saturday prevailed in Delaware, for no laundry and only one manufacturing plant—a food factory—scheduled a Saturday as long as the 7 hours shown as the minimum for stores. Although the factory mentioned employed more than one-half (55.4 per cent) of the women reported in the manufacture of food products, it had adopted a 9-hour day throughout the week.

From unpublished correlations of the daily and the Saturday hours of women in Delaware establishments it is seen that all laundries and all except one of the manufacturing plants had a shorter schedule on Saturday than on other days. The situation in stores, however, was quite different, for in all but one of the establishments reporting both schedules the women were expected to work a Saturday at least as long as was recorded for the other days of the week. Six stores had uniform hours throughout the week; that is, they had the same schedule on each of the six days reported, but with the exception of the one store whose schedule of hours was the best of any reported in this industry, the number of women employed in them is almost negligible, comprising less than one-eighth of the number included. In studying these statistics it is apparent that for approximately one-tenth (10.3 per cent) of the women in stores a schedule of less than 8 hours was recorded for every day of the week, Saturday for these women being

one-half hour longer than the schedule reported for the other days. All these women were employees of one Wilmington establishment, and this firm also reported the lowest weekly schedule of any of the stores investigated in Delaware. Five stores, however, had a schedule of 8 hours and under for every day of the week, Saturday included. This affected more than one-half (54.1 per cent) of the number of women shown as the total of this industry group.

The great concentration of women in stores appears in the correlation of a day under 8 hours with an 8-hour Saturday, more than two-fifths of the women in 5-and-10-cent stores and general mercantile establishments combined falling into this group. However, the group of women with a daily schedule of 8 and under 9 hours and a Saturday of more than 10 comprises about one-fourth (25.1 per cent) of the number with both schedules reported in the two types of stores.

From an analysis of these unpublished data in regard to the two groups of stores in which it is the custom to have Saturday hours longer than those of any other day of the week, two interesting facts are revealed. Stores show 115 women (26.9 per cent of the number having both daily and Saturday schedules reported) who had a Saturday of more than 10 hours, and while 187 women, or 43.8 per cent, had a Saturday schedule as long as 10 hours, only 6 women had a schedule as long as this on other days. Concerning the legal aspects of these long Saturday hours a clause in the Delaware law allows as much as two hours of overtime on one day a week, provided the weekly maximum of 55 hours be not exceeded.

### Lunch periods.

Since the Delaware law provides 30 minutes as a minimum for lunch, this was the shortest schedule reported by any establishment in the industries shown in Table II in the appendix. Most of the firms reporting a 30-minute or a 45-minute lunch period were located in Wilmington, where less lunch time is provided than in other places in the State. Outside Wilmington it is customary to allow a longer interval, for in country towns most of the women go to their homes, and at least an hour is necessary for the workers to eat lunch and return to the plant. However, stores in Wilmington as well as those in the State at large allowed employees at least one hour for lunch.

In three industrial groups—5-and-10-cent stores, general mercantile establishments, and the manufacture of wood products—an hour was the shortest lunch period reported by any firm. For about one-fifth of the women, in more than two-fifths of the firms, reporting in general mercantile, and for a very small proportion in miscellaneous manufacturing—3 women in one brush plant—more than an hour's lunch period was permitted.

Of all the women reported, about one-third had an hour for lunch while approximately two-fifths had an interval of exactly 45 minutes. In all, more than four-fifths of the women, working in approximately four-fifths of the establishments, had a lunch period beyond that fixed by the State law as a minimum.

#### HOURS ACTUALLY WORKED

##### Lost time.

Due to various causes the hours the women actually worked did not tally with those which the plants scheduled. It is evident that in any organization dealing with human beings some time would be lost by workers in any specified week secured. Sometimes a worker loses time because she is ill or because of illness in the family; sometimes the various demands of a household compel a woman to remain at home. However, the worker herself is not always responsible for the discrepancy between hours scheduled and hours worked, for sometimes the plant—because of broken machinery, slack orders, or a dull season—does not operate its full weekly schedule. In the present study there are several instances of shutdowns in a certain department or in the whole of the plant, and the records show that the workers lost one day or even two because the plant was not running its full scheduled week.

Since stores do not generally report hours actually worked, neither 5-and-10-cent stores nor general mercantile establishments have been included in the tables representing undertime hours or extent of overtime.

In spite of the fact that effort was made to secure a representative week—that is, one with a normal working schedule—the amount of lost time shown for women is considerable. (Table III in the appendix.) Altogether 62.1 per cent of the women for whom hour records were secured show some undertime during the week of the pay roll. Two-thirds (67 per cent) of those who lost time had lost 10 hours or more, nearly one-third (31.7 per cent) 20 hours and over, and almost one-tenth 30 hours or more. This last-named group includes at least one woman in every industry reported upon except the manufacture of wood products. However, even in this industry there was one woman who lost between 25 and 30 hours. Clothing manufacture shows 33 women and textiles other than hosiery and knit goods show 24 women for whom the time lost covered more than one-half the possible working period even where the scheduled hours of establishments were as long as the 55-hour maximum of the State. In these two industries, a large proportion of the women having hour data reported are found to have lost time—91.9 per cent in clothing and 87.6 per cent in “other textiles”; about one-fourth of the women having undertime in the former industry lost 25 hours or more, while only one-tenth of the number in “other

textiles" show as much as this, the great concentration in any one classification in this latter industry being the 48.9 per cent appearing in the 10-and-under-15-hour group.

In each of six manufacturing industries more than one-half of the women whose complete hour data were reported lost some time. Clothing, "other textiles," paper and paper products, pulp and hard-fiber products, wood products, and hosiery and knit-goods each had more than 50 per cent of the women whose hour data were reported working less than scheduled time. Laundries reported a lower proportion of women not working the schedule of the plant (26.3 per cent) than did any other of the 11 industries involved.

The greatest number of women in any one group of undertime hours (28.3 per cent) fall in the 10-and-under-15-hour classification; more than one-half of the women in paper manufacture and practically one-half of those in "other textiles" appear in this classification. This would mean that lost time for the women in this group would average as much as 2 hours a day; in other words, for each of the women reported in the 10-and-under-15-hour classification it may be said that an average of about 2 hours a day was lost, and this is a calculation based on a week selected because it was considered representative of conditions in the plant. Three-fifths of the women who lost time show less than 15 hours lost, the largest proportions of these being found in "other textiles" and clothing manufacture.

Altogether about one-eighth of the women in the table had less than 5 hours of lost time, and more than one-half of this number appear in 2 of the 10 industries included; it seems conclusive, then, that the great proportion of women for whom time lost was reported lost an average of more than one hour daily.

Was the number of women who showed undertime greater or less at the time of the survey than in 1923, and was the period a longer or a shorter one for the various industries involved? In order to present statistical data on this subject, the agents of the bureau obtained, whenever possible, for the corresponding week in 1923 pay roll records of the identical firms which furnished data for the current year.

A comparison of the undertime tables for the two weeks shows that while almost one-third (31.7 per cent) of the women on the current pay roll for whom lost time could be ascertained show as much as 20 hours, only 14.2 per cent of those for whom scheduled and actual hours lost were recorded for 1923 show such an extent of undertime. On the other hand, while the 1924 records show that for about one-third of the women having lost time reported such period was less than 10 hours during the week considered representative, the earlier pay rolls reveal as many as three-fifths (61.9 per cent) of the women with undertime amounting to less than 10 hours.

Considering the fact that employers chose a week in 1924 supposed to be representative of conditions, the lost time reported would seem to be indicative of the general depression prevailing throughout the country. Establishments manufacturing leather, clothing, and pulp and hard-fiber products particularly felt the hard times, and the records of the various plants reveal an operating schedule considerably below the normal period of the industry.

In both years "other textiles" had a greater number of women losing time than had any other industry in the group, and although leather took second place in this respect in 1923, in 1924 it was preceded by clothing manufacture. In many branch or subcontract shops records of the number of employees in 1923 were not available, and the current year's report, because of the inclusion of these shops, probably shows a higher proportion of workers with lost time in the industry.

Unpublished figures give a correlation of lost time with scheduled weekly hours. In several of the groups for which reports of scheduled hours were given it is apparent that the majority of the women had lost some time, but it is surprising to find such high per cents as 60 and 69.7 as the proportions of women who lost time in groups with scheduled hours as low as 44 hours and less. In each of the two classifications representative of schedules of 52 hours and over 50 and under 52 hours, three-fourths of the women lost time, some of them as much as 30 hours. Moreover, nearly four-fifths of the women showing undertime in each of these scheduled-hour groups lost 10 hours or more, about one-fourth of the number in the former and over one-third of those in the latter group appearing in the 10-and-under-15-hour classification of the table.

### Overtime.

In contrast to the number of women with records of lost time the few (63) appearing in the table on overtime seem very insignificant. (Table IV in the appendix.) About three-fourths of this number show less than 2 hours of overtime, and there were only 3 women whose overtime extended to 4 hours a week. Almost one-half the women reported as working in excess of the regular schedule (47.6 per cent) are found in the 1-and-under-2-hour classification. Of the six industries in which some women had overtime, two—food and pulp and hard-fiber products—include approximately two-thirds of the total; in fact, all the women who had 2 hours or more of overtime were confined to one industry—food products.



### PART III

## WAGES IN FACTORIES, STORES, AND LAUNDRIES

In any discussion of wages consideration must be given to the various elements which cause fluctuations in the earnings of the individual—fluctuations which are duly reflected in the earnings of the workers as a group. To the worker the subject of wages has always been one of great importance, since it involves not only the support of the individual but quite often the maintenance of others who are dependent on her.

As in other State studies made by the Women's Bureau, analysis of the wage situation in Delaware has been made from two main angles: What women wage earners received for a current week and what they received for the year immediately preceding the investigation. As previously stated, a representative week during the fall of 1924 was selected, and a week corresponding as nearly as possible to the date of the current year's pay roll was chosen for 1923, special effort being made to secure records from the books of the identical plants covered in 1924. Moreover, managers of establishments which had been in operation for a year or more were asked to give the agents of the bureau the names of their steadiest women workers. To obtain records of approximately one-fifth of the women whose names appeared on the pay rolls of the various plants, but to include only workers employed in the establishment for at least 44 weeks of the year, was the system governing the collection of such data. It is apparent that the week's wage assumes a new significance when contrasted with the yearly budget, and it is only by giving such important factors full consideration that a true picture of the wage situation is presented. The earnings of a picked group of women over a period as long as a year delineate rather accurately the general trend of industrial wages in the State for that time.

Because of the public demand stores employed a steady force throughout most of the year, and it was not difficult for them to choose a normal week. This is true also of most laundries, although occasionally there is rush work when all employees must stay beyond the scheduled hours. There were manufacturing plants in Delaware, however, which had not operated on their regular schedule for weeks previous to the period for which pay rolls were taken, and this fact accounts largely, no doubt, for the excessive amount of lost time and the consequent low earnings received by women in several of the industries included in the survey.

## WEEK'S EARNINGS

Regardless of time worked the actual earnings of the women in the various industries reported extended over a wide range, from less than \$1 to the group receiving \$35 and under \$40. The median of the week's earnings for all the women investigated was \$11.05; in other words, one-half of all the women in specified industries in Delaware for whom week's earnings were reported received more than \$11.05, and one-half received less than that amount.

The following summary of the median earnings of women working in manufacturing plants, in stores, and in laundries shows Delaware tenth among 14 States where similar wage investigations have been made by the Women's Bureau:

State	Year of survey	Median earnings	State	Year of survey	Median earnings
Rhode Island	1920	\$16. 85	Arkansas	1922	\$11. 60
New Jersey	1922	14. 95	Tennessee	1925	11. 10
Ohio	1922	13. 80	Delaware	1924	11. 05
Oklahoma	1924	13. 00	Kentucky	1921	10. 75
Georgia	{ 1920	} 12. 95	South Carolina	1922	9. 50
	{ 1921		Alabama	1922	8. 80
Missouri	1922	12. 65	Mississippi	1925	8. 60
Kansas	1920	11. 95			

In the foregoing arrangement only four States—Mississippi, Alabama, South Carolina, and Kentucky—show median earnings for the women reported lower than the \$11.05 computed for the women in the Delaware survey.

To the mill-village system, with its customary low rental and cost-plus charge for provisions and other necessities, may be attributed in part the lower median earnings of the last three of these States, and since mill workers comprised from two-fifths to seven-eighths of the white women there for whom wage data were secured the influence of the textile group on the total number of workers in these States was correspondingly strong. Due allowance for this special condition must be made, therefore, when comparing the median earnings of these women with the median earnings of women in States where such a system does not prevail.

The present study shows that the largest groups of women were found in the manufacture of clothing and of cigars, and strangely enough these two industries reveal the lowest and the highest median earnings reported, \$8.10 and \$16.40, respectively, being the amounts computed for the 491 women in clothing manufacture and the 453 women in cigars.

TABLE 4.—Distribution of women and their median earnings, by industry

Industry	Women employed		Median earnings, week of pay-roll investigation
	Number	Per cent	
All industries.....	2,995	100.0	\$11.05
Manufacturing:			
Cigars.....	453	15.1	16.40
Clothing.....	491	16.4	8.10
Food products.....	168	5.6	12.00
Leather (tanning).....	258	8.6	15.50
Paper and paper products.....	50	1.7	14.40
Pulp and hard-fiber products.....	64	2.1	10.60
Textiles—			
Hosiery and knit goods.....	124	4.1	11.15
Other.....	364	12.2	9.80
Wood products.....	56	1.9	9.05
Miscellaneous.....	319	10.7	11.95
General mercantile.....	353	11.8	11.70
5-and-10-cent stores.....	99	3.3	9.75
Laundries.....	196	6.5	9.35

The second highest median (\$15.50) is found for the group of women making glazed kid and leather. The manufacture of food products, with a median of \$12, comes fourth in the list of industries surveyed and the fact of the median being as high as this may be attributed to one establishment which had a high-wage policy. When this plant is omitted from the calculation, the median for the other five firms engaged in the manufacture of food products is found to be \$10.50. In the neighboring State of New Jersey, where a survey was made in 1922 by the bureau, the median of the earnings of women in food products was \$14.75.<sup>1</sup>

It is apparent from Table V in the appendix that 6 of the 13 industries and more than two-fifths of the 2,995 women reported had median earnings below \$11.05, the median for women in all the industries included in this section of the report.

Only 5 of the 13 industries appearing in Table V have any women receiving as much as \$25, and of the 52 women so tabulated 43 were employed in the manufacture of cigars or leather. It is interesting to note that no woman in either cigar or leather manufacturing worked more than 5½ days during the week for which the pay roll was taken.

Only 7.6 per cent of the women included in the survey earned as much as \$20, and although these women are scattered throughout eight industries more than half of them are found in one—cigar manufacturing. When it is realized that approximately six-sevenths (85.9 per cent) of these women are found in three industrial groups, the relative importance as wage-producing industries of cigars, of

<sup>1</sup> U. S. Department of Labor. Women's Bureau. Women in New Jersey industries. Bul. 37, 1924, p. 72, Table I.

leather, and of the miscellaneous manufacturing group becomes apparent.

In "miscellaneous manufacturing" as in "other textiles" are included some of the most important factories in Wilmington, yet because not more than two of these establishments were producing the same kind of goods they could not be classified in any single industry group without making possible their identification. Chewing gum, snuff, tin-handled brushes, dental supplies, metal bottle caps, and shower-bath equipment are the products of the firms in "miscellaneous manufacture," and the earnings of women in a group as diversified as this must be regarded as less significant than the amounts shown for women working in one specified industry.

A further analysis of the table shows that one-eleventh of the women reported received less than \$6 as their week's earnings, and that more than twice that number, or almost one-fifth of them, were paid less than \$8 for a week considered normal. On the other hand, about one-fifth of the number reported received as much as \$16—an amount which has been regarded as a minimum living wage for women.

In the industry groups presenting the highest and the lowest median earnings the extent of variation in the actual earnings of the women is of sufficient interest to make a discussion worth while. The manufacture of cigars shows 29 women (6.4 per cent of all those scheduled) whose actual earnings were less than \$8, while clothing reveals as many as 242 (49.3 per cent) receiving so low an amount; and although 127 women (28 per cent) in cigar manufacturing were found to receive \$20 or more, only 5 clothing workers (1 per cent) appear in such a classification.

Underemployment, prevailing at the time of the survey, was partly responsible for the low earnings of women in certain industries, depression being particularly noticeable in the manufacture of clothing, of leather, and of pulp and hard-fiber products. The records of the firms in these industries show considerable part-time employment during the weeks immediately preceding the study; in fact, some managers and superintendents complained of dull times during most of the 1924 season. To such a condition, and to the existence of branch or subcontract shops, the low earnings reported for the women in the clothing industry can be directly traced. Clothing is one of the leading manufacturing industries outside Wilmington, but unpublished figures reveal that the earnings in branch or subcontract shops had a median of only \$7.25. The location of many of these shops in small, isolated communities is likely to restrict the rate of pay, and the wages prevailing, since the shops employed more than two-thirds (69.7 per cent) of the women in this industrial group, necessarily affect the median of all the clothing workers reported. The figure for the entire clothing industry was only \$8.10 and almost

two-thirds of the women actually received less than \$10. For New Jersey firms producing articles of clothing similar to those included in the present survey—men's shirts, underwear, overalls, and women's dresses—median earnings were found in 1922 to be between \$13 and \$14,<sup>2</sup> \$5 more than the amount shown for women engaged on the same kind of work in Delaware in 1924.

Whenever it was possible records also were obtained from the pay rolls of the plants for a normal week in 1923 corresponding as nearly as could be to the date of the current pay-roll period. From such material a table illustrative of the general industrial trend of the State has been prepared, giving the numbers of women in the various groups and their median earnings in the early as well as in the late pay-roll period. The change from 1923 to 1924 in the numbers of women and in median earnings is significant of the conditions prevailing in the various industries at the time the survey was made.

TABLE 5.—Number of women employed and their median earnings, 1923 and 1924, by industry

Industry	Number of women reported		Median earnings		Per cent increase (+) or decrease (-) in 1924	
	1924	1923	1924	1923	Number of women	Median earnings
All industries.....	2,995	3,181	\$11.05	\$12.70	-5.8	-13.0
<b>Manufacturing:</b>						
Cigars.....	453	524	16.40	17.45	-13.5	-6.0
Clothing.....	491	1,335	8.10	10.10	+46.6	-19.8
Food products.....	168	277	12.00	18.10	-39.4	-33.7
Leather (tanning).....	258	331	15.50	15.15	-22.1	+2.3
Paper and paper products.....	50	57	14.40	15.05	-12.3	-4.3
Pulp and hard-fiber products.....	64	76	10.60	10.80	-15.8	-1.9
Textiles—						
Hosiery and knit goods.....	124	161	11.15	13.30	-23.0	-16.2
Other.....	364	443	9.80	10.90	-17.8	-10.1
Wood products.....	56	59	9.05	8.75	-5.0	+3.4
Miscellaneous.....	319	430	11.95	13.70	-25.8	-12.8
General mercantile.....	353	1,254	11.70	12.35	+39.0	-5.3
5-and-10-cent stores.....	99	81	9.75	9.25	+22.2	+5.4
Laundries.....	186	153	9.35	9.65	+28.1	-3.1

<sup>1</sup> See statement in text following.

Although several establishments had no pay rolls for the earlier period available, in at least two firms in each of the industries it was possible to secure pay-roll data for 1923. The industries with larger numbers on the roll taken in 1924 than on that taken in 1923 are clothing manufacture, stores, and laundries. In 5 of the 12 plants included in the clothing industry pay-roll data for 1923 could not be secured, and since there is no appreciable difference in the number of women employed in the other 7 establishments in the two periods studied, the fictitious increase in the industry for 1924 is accounted for by the fact that for these 5 plants there is only the

<sup>2</sup> U. S. Department of Labor. Women's Bureau. Women in New Jersey industries. Bul. 37, 1924, p. 13, Table 3.

1924 figure. Frequently the small general mercantile establishments reported the lack of pay records, and this, together with the fact that one establishment had only recently opened its doors, made the earlier pay data unavailable in 18 stores and advanced the number of women in 1924 as much as 30 per cent over the number in 1923.

Among the 13 industries considered in this section of the report only about two-thirds (68 per cent) of the establishments visited had records for 1923 available, yet the accompanying table shows that there were practically 200 more names of women workers on the earlier pay rolls than were found on those copied for the current week. Slack employment is indicated also in the decrease by as much as one-eighth of the median earnings computed for this period. Since early payroll data were secured whenever possible for a week corresponding in date to that surveyed in 1924, the decrease would seem to be more or less significant of the economic conditions prevailing in Delaware during the two periods under discussion.

### Methods of payment.

Payment of wages is made on the basis of time worked or of amount of work done. Occasionally these two are combined, as when a woman is shifted from one job to another and receives part of her pay for timework and part for her output during the week. Delays in the arrival of work, time lost on account of poor run of material, or troubles with machines, are apt to cause reductions in the earnings of pieceworkers, and as such contingencies are not so directly linked with the earnings of those paid an hourly, daily, or weekly rate as with those paid by output, pieceworkers must be quite experienced before they earn more than do timeworkers in the same occupation.

The following table shows the methods of payment followed in the industries included in this section of the report:

TABLE 6.—Extent of timework and piecework, by industry

Industry	Number of women reported	Number and per cent of women in each specified industry who were on—					
		Timework		Piecework		Both timework and piecework	
		Number	Per cent	Number	Per cent	Number	Per cent
All industries -----	2,979	1,505	50.5	1,301	43.7	173	5.8
Manufacturing:							
Cigars -----	453	85	18.8	367	81.0	1	0.2
Clothing -----	488	30	6.1	449	92.0	9	1.8
Food products -----	168	156	92.9	12	7.1		
Leather (tanning) -----	253	110	43.5	143	56.5		
Paper and paper products -----	50	23	46.0	27	54.0		
Pulp and hard-fiber products -----	63	51	81.0	12	19.0		
Textiles—							
Hosiery and knit goods -----	124	31	25.0	93	75.0		
Other -----	364	184	50.5	55	15.1	125	34.3
Wood products -----	56	43	76.8	10	17.9	3	5.4
Miscellaneous -----	317	160	50.5	122	38.5	35	11.0
General mercantile -----	348	348	100.0				
5-and-10-cent stores -----	99	99	100.0				
Laundries -----	196	185	94.4	11	5.6		

It is apparent that there is no great difference in the numbers of timeworkers and pieceworkers, for slightly more than half (50.5 per cent) of the women were paid on the first basis and 43.7 per cent on the second, while a very small per cent (5.8) did both timework and piecework during the week reported.

Women in stores—both the general mercantile and the 5-and-10-cent establishments—are paid on either a daily or a weekly basis, so the fact of industries as important as these having larger proportions of timeworkers than had other industry groups is not surprising. Altogether, 100 per cent of the women shown in Table 6 as working in stores (general mercantile and the 5-and-10-cent establishments) are timeworkers, while laundries, and the manufacture of food products, of pulp and hard-fiber products, and of wood products have 94.4 per cent, 92.9 per cent, 81 per cent, and 76.8 per cent, respectively, of their numbers paid on the basis of time worked. In other words, 6 of the 13 industries show more than three-fourths of the women for whom basis of pay was reported who are classified as timeworkers.

The majority of the pieceworkers are found in the manufacturing of clothing and cigars—62.7 per cent of all the women paid on a basis of output being found in these two industries. These two groups and the manufacture of hosiery and knit goods are foremost in the proportion of their workers paid according to output, each of the three having as many as three-fourths of its women designated as pieceworkers. As indicative of the diversity in the make-up of a group such as textiles other than hosiery and knit goods, the table shows more than twice the number of women having both a timework and a piecework job as were reported doing piecework only.

Table VI in the appendix gives the earnings of timeworkers and of pieceworkers in each of the industries reported. Great increases in the median earnings computed for pieceworkers over those shown for timeworkers are particularly noticeable in three industrial groups—the manufacture of cigars, of leather, and of “other textiles”—while in the miscellaneous manufacturing group and in hosiery and knit goods only slight increases (12.7 and 3.2 per cent) are apparent. In cigar manufacture women paid on a basis of output had a median (\$17.55) more than four-fifths in excess of the amount computed for timeworkers (\$9.60), a fact due to the number of hand rollers and bunch makers included in the former classification. The pieceworkers reported in these occupations undoubtedly raise the median earnings of the group in each of these industries. In two industries—clothing and paper and paper products—median earnings were lower for pieceworkers, the decrease being 20 per cent in one instance and 8.2 per cent in the other.

### Earnings and time worked.

The earnings discussed in the foregoing pages were tabulated without reference to the time worked during the week. On account of the large amount of time lost by the women, for one reason or another, a correlation of earnings and time worked in the various industries is especially significant. The most satisfactory way of presenting such data is by an analysis of earnings in conjunction with actual hours worked. Unfortunately it was not possible to secure hour data for all women for whom wage figures were taken because of the custom frequently encountered of not recording on pay rolls the hours of pieceworkers. Altogether, hour records were secured for slightly more than one-half (52.9 per cent) of the women for whom length of time worked was copied from the books of the plants. Correlating the amount of pay received with the number of days on which work was done was possible for 42.1 per cent of the women. Although this method is considered a little less exact than the other, it is deemed sufficiently accurate for general purposes. For the remaining 5 per cent of the number no relation between earnings and time worked can be traced.

All the women reported in "other textiles" and in pulp and hard-fiber manufacture appear as hour workers, while in factories making cigars and in 5-and-10-cent stores it is the usual custom to keep records in terms of days; therefore only a few women in the cigar industry (9) and no women in the 5-and-10-cent stores appear in the table of hours worked (Table VII). Excluding, then, the two groups in which all women had hours worked reported, as well as the 5-and-10-cent stores where all women are shown as day workers, unpublished data show that the 10 remaining industries comprise some firms whose pay rolls recorded either hours worked or days worked besides some in which the jobs of a few employees alternated in such a way that it was impossible to include them in either section of Table VIII. An analysis of the pay rolls of the firms manufacturing food products and hosiery and knit goods shows that hours worked were recorded for practically all the women in these industries, while in firms manufacturing wood products all the women for whom time worked was reported were in hour groups.

Although records of general mercantile establishments usually are kept in terms of days worked, there are 16 stores in which the week's record was kept by hours. Unpublished data show this to be the only industry which has the same median earnings for all hour workers as for women whose week was 48 hours or more; in other words, no woman in general mercantile worked less than 48 hours during a

week considered normal. Of more than passing interest are the two women in this industry reported to have worked a 62-hour and a 65-hour week, respectively, and to have received exactly \$5 each for the period.

In the clothing industry hours worked were reported for almost two-thirds (65.5 per cent) of the women for whom time data were secured. Since these women were employees of branch or subcontract shops, the \$7.20 computed as the median of this group is indicative of the low earnings. Unpublished figures show that one-third of these women had a week of less than 30 hours, their median earnings being only \$4.55; three-fourths of the total number had less than a 44-hour week, and one-half of this number received less than \$6 during a week considered representative.

Examination of Table VIII-A in the appendix emphasizes the fact that long hours do not necessarily mean high wages, and this is true of the group as well as of the individual. In fact, of the various hour classifications in the table, though 54 hours shows the highest median (\$16.50) the 48-hour group is next (\$15.85), while the median for the women who worked 55 hours is only \$12.25. Moreover, for the nine women having a week of more than 55 hours actual earnings ranged from \$5 to \$19, and four of these women received less than \$7 as compensation. The decreased median earnings in the classifications following the 48-hour group emphasize most strongly the lack of any coordination between hours worked and earnings received. In the five classifications covering hours over 48 and under 54, there is only one in which the median does not show more than a \$2 decrease below the median for women working 48 hours.

Approximately two-fifths of the women in this table had a week of 48 hours or over and their median earnings amount to \$13.35, or \$2.75 more than the median earnings computed for all hour workers. About one-fifth of these 48-hour workers actually received less than \$10, a little more than three-fifths did not earn as much as \$15, and approximately three-fourths show less than \$16 for a week selected by the various establishments as a normal one in the industry.

In a discussion of hours and wages it is significant to note that 38, or 4.9 per cent, of the 782 women working a week of less than 44 hours, received between \$16 and \$24 as their actual earnings. More than four-fifths of this number appear in the two groups of textile manufacturing, the large majority being in textiles other than hosiery and knit goods. This is a diversified industrial group, for it includes two woolen-yarn mills, one jute plant, one silk mill, and one bleachery. In only three of the five establishments in the group "other textiles" were women engaged in the usual textile occupations—

winding, spinning, and weaving. The silk mill is an important one in regard to both number of women employees and wages paid. Although running only a 4-day week throughout the summer of 1924, the week's wages of the women in this plant were sufficiently high during the week selected to raise the median earnings of this textile group.

Time records for a little more than two-fifths (42.1 per cent) of the women were shown on various pay rolls in terms of days, the largest group classification being  $5\frac{1}{2}$  days, where approximately two-fifths of the women in Section B of Table VIII appear. For this group median earnings are found to be \$15.95, which is almost 50 per cent over the amount computed for women working on 6 days of the week. Even the 5-day group shows a higher median (\$11.85) than is found in the 6-day classification (\$11). The 1,004 women whose week consisted of at least 5 days show median earnings of \$12.50, although for women working 48 hours or more the median is 6.8 per cent higher—\$13.35 being the amount.

With such a great concentration of women in the 5, the  $5\frac{1}{2}$ , and the 6 day classifications of the table (these three combined include almost four-fifths of the total number having days recorded) it is natural that the proportion of women working only a few days should be small; as a matter of fact, only 2.7 per cent of the number for whom days worked were reported had a week of less than 3 days.

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

Approximately one-half (49.5 per cent) of the women for whom time records were secured worked the scheduled week of the plant in which they were employed. Women working in establishments which kept these data in terms of hours as well as those whose record was shown according to the days on which work was done are included in this discussion. Thus, if an establishment reported  $5\frac{1}{2}$  days as its regular operating period, the employees for whom  $5\frac{1}{2}$  days of work were recorded on its pay roll are considered full-time workers, and these, together with the women whose hours worked exactly correspond with the weekly hours scheduled by the firm, constitute the number presented in the following table. On many pay rolls a check beside a name indicates that the employee worked in the plant on that day, but whether or not the entire day was spent at work generally is not recorded. In some instances it is evident that the low earnings cited cover only a few hours' work on each of the days recorded, but when a firm reports a 5, a  $5\frac{1}{2}$ , or a 6 day schedule and its pay roll credits women with work on each of these days, it seems plausible to include these employees in a tabulation of full-time workers.

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

Industry	Women who worked the firm's scheduled week		Median earnings of—		Per cent by which median earnings of full-time workers exceeded those of all workers
	Number	Per cent of women for whom time record was available	Full-time workers	All workers	
All industries.....	1,408	49.5	\$12.90	\$11.05	16.7
Manufacturing:					
Cigars.....	336	74.3	17.65	16.40	7.6
Clothing.....	53	12.8	9.80	8.10	21.0
Food products.....	69	41.1	18.25	12.00	52.1
Leather (tanning).....	135	52.7	16.65	15.50	7.4
Textiles—					
Hosiery and knit goods.....	59	48.0	12.70	11.15	13.9
Other.....	45	12.4	13.80	9.80	40.8
Wood products.....	16	37.2	9.60	9.05	6.1
Miscellaneous.....	164	58.0	12.65	11.95	5.9
General mercantile.....	320	91.4	12.05	11.70	3.0
5-and-10-cent stores.....	70	70.7	10.20	9.75	4.6
Laundries.....	134	68.4	9.95	9.35	6.4

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

Stores—both the 5-and-10 and the general mercantile—laundries, and factories making cigars show that the vast majority of the women reported worked the required schedules of the firm. In each of six industrial groups full-time workers comprise more than 50 per cent of the number reported.

A comparison of the median earnings of all the women included in the investigation with the median earnings of women working the firms' schedules reveals an increase of 16.7 per cent in the amount received by the latter group. In four industries—the manufacture of cigars, food products, leather, and “other textiles”—the median earnings of full-time workers exceed the \$12.90 computed for the 1,480 women appearing in Table 7.

In contrast to the high earnings received by women in the manufacture of cigars—\$17.65 being the amount computed—are the low medians prevailing in three other industries. Clothing factories, establishments manufacturing wood products, and laundries show less than \$10 as the median earnings of women who worked the schedules of their firms. While about three-eighths of the women in wood products and over two-thirds of those in laundries are reported as full-time workers, median earnings are, respectively, only 6.1 and 6.4 per cent higher than the amounts computed for all women in these industries. One-eighth (12.8 per cent) of the women in the manufacture of clothing are full-time workers, yet the table shows the median earnings of this group to be increased one-fifth (21 per cent) of the amount computed for all women reported in the industry, and

even then median earnings of full-time workers in the clothing industry are found to be only \$9.80. In other words, earnings for one-half the women working the weekly schedules of the plants were less than \$9.80.

From the more detailed figures appearing in Table IX in the appendix it is apparent that five full-time workers in clothing manufacture received less than \$5 as remuneration for the week. Four of the five women referred to were pieceworkers, probably inexperienced, and as three of these had time worked reported in days, it is possible that during the week for which the pay roll was taken a workday for them meant only a few hours of work.

The manufacture of food products is an industry with a different story. Here, owing to the number of more highly paid workers in the one firm already cited, an increase of 52.1 per cent is noted in the median of full-time workers over the median for all workers irrespective of time worked. The more detailed figures in Table IX reveal that almost two-thirds (65.2 per cent) of those reported in this industry are in the \$18-and-under-\$19 group of workers, unpublished data showing that practically all these women were employees of the one firm whose influence is largely responsible for the median earnings of the industry being as high as they are.

For all the women in textiles other than hosiery and knit goods median earnings were low (\$9.80), but women working the schedules of the firms averaged an amount which was 40.8 per cent higher. Such an increase, applicable to five plants wherein women were reported as full-time workers, can be attributed to the exclusion of those women whose low earnings are inextricably tied up with the few hours they worked.

### **Earnings and rates.**

The most definite means of analyzing the actual and the possible earnings of workers seems to be by a comparison of week's earnings and weekly rates. This would, of course, apply to timeworkers only, as weekly rates for pieceworkers can not be ascertained. Since workers are human beings and not machines, a certain amount of lost time is to be expected. In any week selected some lost time is reported and some workers, through either personal or plant reasons, are receiving less than the amount quoted on the books as their weekly rate. However, current expenses must be met from the week's pay envelope in spite of the fact that such envelope does not contain the same amount every week. A fair idea of the amount a woman might earn if no time were lost, together with the median earnings for each industry, is given in the following table, compiled from the more detailed figures presented in Table X in the appendix. No rates were computed from the records brought into the bureau,

so only those timeworkers whose rates appeared on the books of the plants in which they were employed are included.

TABLE 8.—Median rates and median earnings, by industry

Industry	Number of women reported	Median weekly rate	Median week's earnings	Per cent by which week's earnings fell below (—) or exceeded (+) weekly rate
All industries .....	1,385	\$11.60	\$10.55	—9.1
<b>Manufacturing:</b>				
Cigars .....	72	9.75	9.10	—6.7
Clothing .....	30	11.50	10.00	—13.0
Food products .....	156	18.15	12.65	—30.3
Leather (tanning) .....	49	16.10	15.15	—5.9
Paper and paper products .....	23	13.95	14.70	+5.4
Pulp and hard-fiber products .....	49	10.80	10.05	—6.9
Textiles—				
Hosiery and knit goods .....	24	12.00	10.50	—12.5
Other .....	184	12.65	9.90	—21.7
Wood products .....	41	9.50	8.95	—5.8
Miscellaneous .....	152	11.25	10.60	—5.8
General mercantile .....	347	11.60	11.80	+1.7
5-and-10-cent stores .....	77	9.75	9.45	—3.6
Laundries .....	181	9.70	9.10	—6.2

Not quite one-half (46.2 per cent) of the women for whom wage data were copied were timeworkers whose rates appeared on the pay rolls. The median rate for 1,385 women in the 13 industries investigated in Delaware amounted to \$11.60, or 9.1 per cent more than the median earnings computed for the same group. Two industries—paper manufacture and general mercantile—show median earnings higher than the rates, undoubtedly due to the practice of one paper mill of giving a bonus for production and to the custom in some general mercantile establishments of giving commissions on sales.

The highest rate of any industry in the table appears for the women manufacturing food products (\$18.15), yet median earnings of this group fall 30.3 per cent below this amount. Leather manufacture is second (\$16.10), and its median earnings are 5.9 per cent less. Paper and paper products, showing a median rate of \$13.95, is third, but this is the group in which median earnings are higher by 5.4 per cent—an increase due to the bonus paid by one firm in the industry. The lowest median rates are for women in the manufacture of wood products and of cigars, in 5-and-10-cent stores, and in laundries, all of which fall below \$10; in other words, one-half the women for whom weekly rates were reported in these four industries would receive not more than \$9.50, \$9.75, \$9.75, or \$9.70, respectively, even though they had worked the full scheduled hours of the firm in which they were employed. Their only chance of higher earnings lay in the possibility of overtime and this put additional tax upon their strength. However, it does not seem likely that overtime was resorted to, for as a matter of fact the median earnings of the

women in these four industries were from 3.1 to 6.7 per cent below the median rates.

The accompanying table, compiled from the more detailed figures of Table X in the appendix, gives in somewhat different form the findings in regard to rates and earnings:

TABLE 9.—*Weekly rates and actual week's earnings*

Amount	Women for whom amount specified was—			
	Weekly rate		Week's earnings	
	Number	Per cent	Number	Per cent
Total.....	1,385	100.0	1,385	100.0
Under \$10.....	399	28.8	588	42.5
\$10 and under \$12.....	342	24.7	307	22.2
\$12 and under \$15.....	314	22.7	239	17.3
\$15 and under \$20.....	299	21.6	227	16.4
\$20 and over.....	31	2.2	24	1.7

It is apparent that less than three-tenths (28.8 per cent) of the women were supposed to receive under \$10, but as many as 42.5 per cent actually did so. For 47.4 per cent of the women the rate was \$10 and under \$15 but the actual earnings of only 39.4 per cent of the total number came within this classification. The number of women whose actual earnings were \$15 and under \$20 was only about three-fourths the number scheduled to receive rates in this classification.

While the proportion of women in each group of weekly rates and week's earnings decreases as the amount increases, the progression is found to be more gradual in the case of rates than of earnings; for while nearly two-thirds (64.6 per cent) of the women received earnings of less than \$12, only a little more than half of those included in the table (53.5 per cent) had weekly rates which fell below this amount. However, the fact that for approximately three-fourths (76.2 per cent) of the women the weekly rate was less than \$15, shows that Delaware women who were timeworkers, even though they worked full time, were greatly limited in the amounts they could expect to earn.

#### Weekly rates and scheduled weekly hours.

A correlation of weekly rates and the scheduled hours of work in Delaware reveals some interesting facts. The argument so often heard that a reduction in wages follows any shortening of the hours of work for women is not borne out in Table XI in the appendix, for although it is apparent that the highest median rate of any classified group (\$18.25) appears for women whose weekly schedule was reported as 54 hours, women whose week was exactly 48 hours are second

highest (\$15.60). The classifications intervening reveal a decided decrease in the medians. A drop of more than one-third the amount computed for those having a 48-hour week is evident in the median rate for women working over 48 and under 50 hours, while the next four classifications show such median rates as \$10.55, \$11.40, \$10.15, and \$10.75. In view of the fact that such amounts appear for women who had a scheduled week longer than that reported for women whose median rate was \$15.60, it seems fairly obvious that a shorter schedule does not mean a lower rate of pay.

Of the 1,385 women for whom information relative to rates and scheduled hours was available, almost one-fourth (24.8 per cent) worked in plants in which the weekly schedule was over 44 and under 48 hours, the median rate for this group being \$10.80. The median rate for women in the 55-hour column was \$11.70, 90 cents in excess of the short-hours group.

Of the 31 women whose rates were \$20 and over, not quite one-third (32.3 per cent) had a week exceeding 48 hours, and only 27.3 per cent of those whose wages were under \$10 had a schedule of 48 hours or less. In this latter group more than three-fifths of the women were expected to work a week as long as 50 hours, and approximately one-sixth of them were in plants whose schedules were 55 hours or more.

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

It seems natural to suppose that one of the chief factors tending toward an increase in wages would be the length of time a woman had been in the trade. It is to be expected that as her skill and experience increased she would become more and more valuable to the firm in which she was employed, and this fact is best recognized by the higher scale of wages paid for additional years of service. In order to present a more thorough analysis of this problem one of the inquiries pertained to the length of time the woman had been in the trade, and this information was obtained for more than two-thirds (70.5 per cent) of the workers for whom wage data had been secured. As proof that women in industrial occupations do stick to a trade is the fact that more than three-eighths of those reporting had spent as much as 5 years of their industrial life in the trade they were pursuing at the time of the investigation, and as many as 6.1 per cent had a record of 20 years or more of experience in the same industry. (Table XII in the appendix.)

The greatest number of women in any one group appear in the 5-and-under-10-year classification, in which approximately one-fifth (20.9 per cent) of those reporting are found. In this group actual earnings also were shown to be highest, a worker in cigar manufacture receiving between \$35 and \$40. Although the table shows that

the column representative of women who had spent less than 1 year in the trade is second largest (16.6 per cent) a similar proportion (17 per cent) is to be found in the groups reporting as much as 10 years, median earnings being \$9.15 in the one case and \$15.05 for those in the trade 10 years or more. It must be remembered that the under-1-year group includes a number of young girls in their first job.

With three-eighths of the total number of women reporting 5 years or more in the trade, the question of the money value placed upon experience of this length by employers is rather significant. In these groups the median earnings are computed as \$13.80. Since longer time in the trade is not always accompanied by a corresponding increase in earnings, just how much does an experience of 5, 10, 15, or 20 years mean in dollars and cents to the worker? The following summary discloses not only the week's median earnings for each classification of time in the trade but the per cent of increase of each median over the median computed for beginners:

Time in the trade	Number of women	Median week's earnings	Per cent of increase over median for under-6 months' period
Under 6 months .....	189	\$9.15	-----
6 months and under 1 year .....	161	9.25	1.1
1 and under 2 years .....	346	10.25	12.0
2 and under 3 years .....	277	11.40	24.6
3 and under 4 years .....	184	12.05	31.7
4 and under 5 years .....	153	12.60	37.7
5 and under 10 years .....	442	12.90	41.0
10 and under 15 years .....	148	12.85	40.4
15 and under 20 years .....	83	15.75	72.1
20 years and over .....	129	15.80	72.7

In each of the groups representative of less than 5 years in the trade gradual increases in the median earnings of the workers are revealed, the 5-and-under-10-year and 10-and-under-15-year groups show medians practically alike, and from the next classifications—considerably higher—it is apparent that the median earnings of women who had spent as much as 15 years in the trade were between \$6 and \$7 higher than the amount paid beginners.

From Table XIII it appears that all but 1 of the 10 industries shown had one or more women with a record of some 20 years in the trade. While the median earnings of this group are found to be \$15.80, actual earnings range from \$4 and under \$5 to \$25 and under \$30. It is apparent that the greatest number of women having as much as 20 years' experience were employed in the manufacture of food products; in fact, more than one-third of the number who reported experience in this industry had spent 20 years or more in

this trade. Some of these women showed 45, 46, or 47 years as their length of service in one plant, a fact which considerably influences the median earnings of the women in food products (\$18.10) who reported as much as 20 years' experience. More than four-fifths (82.9 per cent) of the women in this 20-year-and-over group appear in four industries—food products, general mercantile, leather, and "other textiles"—and with the exception of general mercantile each of these would seem to emphasize the influence exerted by a predominating firm in the specified group.

Of all the industries included in the survey, laundries had the largest proportion and paper manufacturing the smallest proportion of women employees who had been in the trade less than one year. Unpublished data also reveal that only 1 of the 41 women reporting in the latter industry had less than a year's experience, while 24 of the 41 (58.5 per cent) had been engaged in such work for five years or more. Thirty-one of the 142 women in laundries had been as much as five years in the industry, and 62, or 43.7 per cent, had had less than one year's experience. In the 5-and-10-cent stores no woman had worked as long as 10 years, and only one woman in wood manufacturing showed service for this length of time. More than three-fifths of all the women who reported at least five years in the trade were found in three manufacturing industries—leather, food products, and paper.

### Earnings and age.

Table XIV in the appendix, which presents earnings of women in the various age groups, shows that the peak in regard to median earnings is reached for women in the 30-and-under-40-year classification. There is a gradual increase in the medians up to this point, and then earnings decline with advancing years. The following summary compiled from this table gives the number of women and the median earnings in each of the various age groups:

Age group	Number of women	Median earnings
16 and under 18 years.....	323	\$9. 70
18 and under 20 years.....	353	10. 80
20 and under 25 years.....	475	11. 60
25 and under 30 years.....	224	12. 00
30 and under 40 years.....	363	13. 10
40 and under 50 years.....	199	12. 30
50 and under 60 years.....	106	11. 00
60 years and over.....	74	10. 10

Median earnings of the women 60 years of age and over are only 4.1 per cent higher than the median of those 16 and under 18 years. It would seem, then, that it is experience in the industry and not the

general experience due to advanced years that accounts for the progress in earnings illustrated in the summary on page 36. As a matter of fact, not quite one-sixth of the women in the highest age group of the table received as much as \$16 for their actual week's earnings and only 31.1 per cent earned \$12 or more.

The highest proportion of women (30 per cent) in any one of the age classifications whose actual earnings were \$16 or more is found for those reporting their age as 30 and under 40 years: and almost one-fourth of the number in the next highest age group (40 and under 50 years) are recorded as earning at least this amount. One-fourth (26.5 per cent) of the women included in the groups 25 and under 50 years—which classification may be said to represent maturity—earned \$16 or more during the week reported, and about one-sixth (17.8 per cent) of the women in the age groups below 25 years were earning as much as this.

#### YEAR'S EARNINGS

Although the wage figures before quoted are representative of one week's earnings, records of women for the 52 weeks of the year also were copied from the plants' pay rolls. Fluctuations in the activities of the industries as well as vicissitudes in the industrial lives of the workers are apt to cause variations week by week in the earnings of women. Moreover, records were taken for a week in which there was not an excessive amount either of overtime or of time lost—a week in which no holidays or shutdowns occurred to lessen the amount of actual earnings. The figures for a period of this kind present a cross section of the women's wage data, but it is the year's earnings which in the long run set the standard by which living expenses must be met. Accordingly wage data were secured, whenever possible, for approximately one-fifth of the women employed in each of the plants investigated. In order to be classed as a steady worker a woman must have been with a firm for the 52 weeks preceding the study and during that period she must have worked at least 44 weeks. This does not mean that 44 complete weeks were required, but that a copy of the year's earnings was made only for women whom the pay rolls showed to have worked on one or more days in at least 44 weeks of the year. Due to various reasons, plant and personal, it was impossible for a woman always to put in a full week; consequently, if a worker considered by the plant as steady had her record of time worked on the pay rolls for at least 44 weeks, her earnings were copied by the agents, it being assumed that these amounts constituted the sum total of her earnings for the year.

For the most part records were taken for the calendar year 1923, although in a few instances pay rolls covering the 52 weeks immediately preceding the survey were all that were available to the bureau's agents.

Table XV shows that year's records were secured for 580 women in the factories, stores, and laundries in Delaware, the year's median earnings for these women being \$675, an amount which represents a weekly average per woman of \$12.98. Since the women in this group are all steady workers, it is interesting to note the similarity in the average earnings as computed for one fifty-second of the year's median and the median earnings (\$12.90) of women who worked the scheduled hours or days of the plant at the time the week's pay roll was taken.

Although the range of earnings extends from \$200 to \$1,600 there was but one woman in the \$200-and-under-\$250 classification and there were only five who earned as much as \$1,400. The manufacture of food products and that of clothing show the greatest range of earnings—in the former industry the women received between \$250 and \$1,600, while in the latter the earnings ranged from \$200 to \$1,200, only three women in this group receiving as much as \$1,000. The maximum amount computed for women in food products was \$582—this industry being largely of a seasonal character in Delaware—and for women in 5-and-10-cent stores \$680 was the maximum for the year.

Compiled from the more detailed figures in Table XV in the appendix, the following summary shows that 30.2 per cent of the women for whom a year's records were taken received \$800 or more during the year. This represents an average of at least \$15.38 per week, while during the week for which pay data were taken there were 20.4 per cent of the women reported who actually received earnings of \$16 or more. Approximately 50 per cent of the women received from \$500 to \$800 during the year, these earnings indicating an average of from \$9.62 to \$15.38 per week. Although about one-fifth of those reported are shown as receiving less than \$500, which averages less than \$9.62 a week, the table presenting earnings of a specified week shows that more than three-eighths of the women for whom a week's wage record was secured earned less than \$10 during such a period.

Year's earnings	Women who received specified amounts	
	Number	Per cent
Total .....	580	100. 0
\$200 and under \$300 .....	9	1. 6
\$300 and under \$400 .....	20	3. 4
\$400 and under \$500 .....	82	14. 1
\$500 and under \$600 .....	103	17. 8
\$600 and under \$700 .....	103	17. 8
\$700 and under \$800 .....	88	15. 2
\$800 and under \$900 .....	53	9. 1
\$900 and under \$1,000 .....	55	9. 5
\$1,000 and over .....	67	11. 6

The following table, arranged in the order of the median earnings, discloses the number of women in each industry for whom a year's records were secured. Median earnings for the year are shown and the weekly average as computed for every industry in the survey except paper manufacture is contrasted with the median earnings computed for women whose week's data were copied from the pay rolls. Since the number of women in paper manufacture for whom year's records were available was too small to make the median for the year significant, this industry has not been specified in the accompanying table.

TABLE 10.—*Year's earnings of women for whom 52-week pay-roll records were secured, and comparison of their average weekly earnings with the median for all women, by industry*

Industry	Year's earnings		Median year's earnings divided by 52	Median week's earnings of all women on the current pay rolls
	Number of women reported	Median earnings		
Total	1 580	\$675	\$12.98	\$11.05
Cigars	88	900	17.31	16.40
Leather (tanning)	63	772	14.85	15.50
General mercantile	53	742	14.27	11.70
Hosiery and knit goods	35	725	13.94	11.15
Miscellaneous manufacturing	55	708	13.62	11.95
Textiles other than hosiery and knit goods	85	663	12.75	9.80
Pulp and hard-fiber products	23	592	11.38	10.60
Food products	19	588	11.31	12.00
Laundries	36	572	11.00	9.35
Clothing	78	550	10.58	8.10
5-and-10-cent stores	19	525	10.10	9.75
Wood products	15	421	8.10	9.05

<sup>1</sup>Total includes one industry in which the number of women reported was too small to make the computation of a median significant.

By a coincidence the amount computed as the median of the year's earnings of women in cigar manufacturing in New Jersey<sup>3</sup> is identical with the median earnings shown for women in this industry in Delaware (\$900). In the present investigation this is the highest median revealed for any group, the amount being more than twice as much as the median computed for wood products (\$421) and more than 70 per cent higher (71.4) than the median of women in 5-and-10-cent stores (\$525).

The amount computed for women in cigar manufacture is \$128 higher than the median of women in the leather industry, though this is the second highest median of all the industrial groups in the table.

Throughout the report it has been evident that the number of women in each of three industries—wood products, pulp and hard-fiber products, and paper products—is small, yet the totals shown for these groups may be considered representative, since in Delaware these are not numerically important as woman-employing industries.

<sup>3</sup> U.S. Department of Labor. Women's Bureau. Women in New Jersey industries. Bul. 37, 1924, p. 84, Table VIII.

In all but three of the industries—leather, food products, and wood products—the year's median earnings divided by 52 gives a larger amount than the median computed for the industry in the one week for which the pay roll was selected. Probably this is due to the fact that the women for whom year's records were copied from the pay rolls were exemplary workers, since in the great majority of cases these women were the plants' best and steadiest workers throughout the year.

Unpublished data show that the number of weeks worked was reported for 560 women and that almost three-fourths (72.1 per cent) of this number were employed 50 weeks or more, a group for whom median earnings amounted to \$715, or an average of \$13.75 for each week of the year. While about one-eighth (12.6 per cent) of the women appearing in this classification of 50 weeks or more received as much as \$1,000, 14.9 per cent show a remuneration of less than \$500 for their year's work. The small proportion of women working 50 weeks or more for whom annual earnings were as high as \$1,200 (4.5 per cent) were employees of 4 of the 13 industries—the manufacture of cigars, of hosiery and knit goods, and of food products, and general mercantile—more than three-fourths of the number being found in the first-mentioned industry. Of the manufacturing industries all but two—cigars and paper and paper products—show the earnings of some women throughout the 52-week period, while hosiery and knit goods had but one worker whose record showed attendance during every week of the year. On the other hand, the general mercantile industry presents almost three-fourths (73.6 per cent) of the women whose year's earnings and weeks worked were reported as receiving payment for each of the 52 weeks, this higher per cent being due, no doubt, to the practice of giving vacations, or at least part of them, with pay, a custom as yet extended to workers in comparatively few factories or laundries in the country. At certain dull seasons of the year several plants in specific industries reported a curtailment of their week by one or two days.

Other unpublished figures show that 90.4 per cent of the women for whom a record of the year's earnings was secured lost less than five weeks during the year for which the earnings were taken. The records likewise reveal that about three-eighths (36.8 per cent) of the 560 women for whom the number of weeks was recorded were absent only one or two weeks during the year. Of those having both year's earnings and the number of weeks worked reported, only two were found to have been absent from the plant eight weeks.

In all but one of the industries - leather, food products, and wool products - the year's median earnings reported by 25,000 women amount to more than the median reported for the industry in the one week for which the pay roll was selected. Probably this is due to the fact that the women for whom year's records were reported for the pay rolls were sampling workers, since in the great majority of cases these women were the plant best and ablest workers throughout the year.

Unpublished data show that the number of women who had worked for 50 weeks or more during the year was 17,231, or 69.4 per cent of the number who were employed 50 weeks or more a week for whom the median earnings amounted to \$27.15, or an average of \$13.73 for each week of the year. While about one-third (15.8 per cent) of the women appearing in this classification of 50 weeks or more received as much as \$1,000.00 per cent show a remuneration of less than \$500 for their year's work. The small proportion of women working 50 weeks or more for whom annual earnings were as high as \$1,500.00 (4.4 per cent) were employees of 4 of the 18 industries - the manufacturing of cigars, of hosiery and knit goods, and of food products, and general merchandise - more than the rest of the manufacturing industries. Of the manufacturing industries all but two - cigars and paper and paper products - show the earnings of some women throughout the 52-week period which includes and that goods had but one worker whose record showed attendance during every week of the year. Of the other 14, 11 reported no earnings during the year's earnings and weeks worked were reported as missing payment for each of the 52 weeks, the higher pay continuing due to doubt to the practice of giving vacations in at least part of the year with pay a custom as yet extended to workers in comparatively few factories or branches in the country. A certain half a dozen of the year's record plants in specific industries reported a remuneration of their week by one or two days.

Other unpublished figures show that 99.4 per cent of the women for whom a record of the year's earnings was secured worked more than five weeks during the year for which the earnings were taken. The records likewise reveal that about three-eighths (37.5 per cent) of the 25,000 women for whom the number of weeks worked reported were absent only one or two weeks during the year. Of those having both year's earnings and the number of weeks worked reported, only two were found to have been absent from the plant eight weeks.

## PART IV

### WORKING CONDITIONS IN FACTORIES, STORES, AND LAUNDRIES

The executive who clamors against expenditures necessary to make his working force comfortable and contented does not belong to the progressive movement of managers. Good working conditions are beneficial to both employer and employee, and are urged as good business and social policy. Bad working conditions, by causing unnecessary fatigue, waste human energy, and thus increase labor costs. If a manager desires to decrease the costs and problems of a high labor turnover, he must recognize the importance of safe, wholesome, and attractive workrooms. A contented, stable, and efficient group of workers can not be maintained in dark and insanitary shops.

Since a large number of women are serving in the dual rôle of wage earner and home maker, the public and State have a special interest in the welfare of employed women, for any force which unnecessarily wastes and depletes the strength of mothers ultimately reacts on the morale and character of the community. Then, too, as a body of consumers society has a right to insist that the products which it uses should be made and distributed under clean and sanitary conditions.

A survey of the surroundings of the women at work in Delaware disclosed only a limited number of places that were flagrantly bad, yet there was evidence that many employers did not fully appreciate the importance of good working conditions and the significance of the existing State laws applying to the employers of women. Since the majority of the stores and industrial establishments<sup>1</sup> surveyed were comparatively small, many of the employers interviewed attributed their failure to provide more extensively for the sanitation and comfort of their workers to limited capital. However, there is no sound reason why the primary essentials of cleanliness, sanitation, good heating, lighting, ventilation, and seating should not be found in the small as well as in the large plants. The survey was made not from the viewpoint of technicians in plant management but from the standpoint of reasonable and practicable standards necessary for the efficiency and health of the workers.

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<sup>1</sup>Stores outside Wilmington are not included in the general section on working conditions, but are discussed briefly at the end of the section.

## GENERAL WORKROOM CONDITIONS

The factors in the make-up of a workroom—the condition of the stairway which leads to it; the space, order, and arrangement of equipment; the cleanliness and repair of the walls, windows, and floors; the heating, ventilation, and lighting—all have a bearing on the productivity and well-being of the working force.

Bad stairways are deplored because of their close relation to fire and accident hazards. Delaware laws do not regulate in any way the condition of stairways for the safety of the worker. In 54 of the establishments visited stairways were used by women; some were well constructed, but too many were reported as bad for one or more of the following reasons:

*Number of establishments having bad stairway facilities for some of or all the women employed*

Winding (triangular treads present).....	6
No handrail provided.....	16
Narrow.....	23
Steep.....	13
Broken; treads in poor repair.....	14
No artificial light.....	20
Dirty.....	6

Two brief descriptions from agents' schedules give a better idea of some of the conditions which existed:

Stairway was steep, narrow, dark, poorly constructed, and had treads that were badly worn. There was an electric light at the top of the stairs, but it was not in use as the manager wanted to conserve electricity.

Stairway was very crude with open risers; not inclosed or railed in any way but open on both sides.

Rooms crowded with equipment and workers and congested on account of narrow and obstructed aisles were found in a few places. Extremely narrow aisles were reported in 8 manufacturing establishments and 1 laundry, and in 5 stores the space behind the counters was so small that the clerks passed one another with difficulty. In 13 factories and 1 laundry aisles were unduly obstructed with protruding parts of machinery, shafting, equipment, or posts. A common practice in garment factories of having power shafting of about knee height extending across the aisles was a possible cause of falls as well as an inconvenience. Oily, dirty, patched, and splintered floors detract from the appearance of the workroom and are a menace to the health and safety of the workers. Floors were in an unsatisfactory state of repair in 18 establishments and were dirty in 13. Having the walls and ceilings clean and of a light color and the windows washed frequently, makes the workroom cheerful and is good lighting economy. The following comments from the reports describe general conditions in two plants:

Crumbs and débris under packing table were evidence of the room's not having been swept for several days. Dough was so badly caked on the floor that scraping of the floor seemed necessary for its removal. Dough maker carried dough in his arms against his shirt. General impression was that of dirt, disorder, and lack of the usual sanitary precautions in food manufacturing.

Floors, walls, and ceilings were in extreme state of dilapidation; plaster was falling, walls had not been painted for many years; and there were holes in the floor.

### **Cleaning.**

One of the primary factors in the housekeeping of any establishment should be cleanliness, yet it was a common occurrence to find slipshod methods and irregularity of cleaning. There was a tendency on the part of some of the managers to dismiss cleaning as a matter of minor significance. The practice of delegating the cleaning duties to employees hired for other work is not recommended in view of the conditions found in plants where this system was used. In 26 manufacturing plants and 2 laundries the women were partly or wholly responsible for cleaning the workroom. Cleaning should be done by janitors or charwomen especially employed for such work. Not only are daily sweeping and dusting necessary, but floors should be scrubbed and windows washed at regular intervals. Where lint and large quantities of dust accompany the manufacturing operations, the use of vacuum cleaners simplifies and improves the cleaning.

### **Heating.**

Either too much or too little heat saps the energy and lowers the vitality of the worker. Since the Delaware survey was made in the early fall, it was difficult to judge the effectiveness of the heating systems used. Instances where the heating arrangements apparently were unsatisfactory were noted in 16 establishments. In several places women were working so close to the steam pipes that at times they must suffer discomfort from excessive heat. About one-half of the garment factories outside Wilmington were equipped with stoves, which could hardly give out heat evenly distributed and sufficient for all. In a shedlike woodworking factory the women on the second floor complained of the lack of any heat except that which came up the open stairway from the room below, and said that several times the winter before they had been unable to remain at work because of the cold.

### **Ventilation.**

Plenty of fresh air, uncontaminated and in motion, is one of the elementary needs of a good workroom. Ventilation standards in terms of cubic air capacity, velocity, and humidity are outside the scope of a general study, and, as in heating, only the outstandingly bad cases of ventilation were reported. The Delaware law states in

a general way that wherever women are employed in manufacturing, mercantile, and other commercial establishments there shall be an air capacity of not less than 250 cubic feet for each person employed and the work place shall be adequately ventilated.<sup>2</sup> An occasional change of air by opening windows and the buildings themselves not being airtight were the means of ventilation most commonly relied on, and if cross ventilation was possible and the windows actually were opened, unless there were processes or material which complicated the problem these were in many cases all that was necessary for ventilation. However, where there are noxious gases, vapors, fumes, and organic or mineral dusts in appreciable quantities, artificial means are needed to keep the air in good condition, and such provisions are legally required in Delaware. In three of the laundries practically nothing was done to relieve the heat and humidity, and the need for hoods and general exhaust fans was imperative. Although by opening the windows direct ventilation would have been possible, in two cigar factories the atmosphere was dry, stuffy, and saturated with tobacco fumes. Rag sorting in paper and fiber factories is a dirty, dusty process, requiring special attention to ventilation. Windows, equipment, and workers were covered with a furry coat of lint and dust in one establishment surveyed, where the use of vacuum cleaners and electrically driven exhausts was impossible, as the plant was not equipped with electricity. Systems for mitigating the special problems of ventilation have been worked out by industrial engineers, and most of the bad conditions encountered in Delaware plants could be remedied.

### Lighting.

Lighting standards vary greatly according to the kind of light used, the nature of the work, and the materials handled. A general requirement for all work is that there must be sufficient illumination without glare. Deficiencies in regard to lighting result in lessened production, more waste, spoiled work, eyestrain, and nervous fatigue on the part of the worker. Much of the work in factories is carried on during the day with the aid of natural light only. The human eye is best adapted to the color of natural light and when adequate this is preferred to any form of artificial light. Large windows of the modern factory type are a means of lighting economy; saw-tooth and monitor roofs, wherever feasible, help to supply adequate daylight. Many instances of excellent natural lighting were noted in Delaware, and in only 16 plants was the natural light inadequate for the daylight hours. As natural light can be too intense, curtains, shades, or glass especially treated for the work involved and for the location of the building, must be supplied for at least the southern

<sup>2</sup> Acts of Delaware, 1917, ch. 231, sec. 5.

and western windows. In several places the women had nailed paper across the windows to keep out the bright, direct rays of the sun. A bad practice, noticed especially in the garment factories, is to arrange the worktables or machines in rows parallel to the windows, so that the workers on one side must face the light. A better plan is to place the equipment in rows at right angles to the windows.

From a standpoint of apparent sufficiency the amount and intensity of the artificial light seemed adequate in all but 6 establishments. Some plants were equipped with excellent systems of general indirect lighting. The most usual and obvious defect in illumination was the wide prevalence of unshaded and unfrosted bulbs dangling on drop cords at or slightly above eye level. The brilliancy of the light attracts, dazzles, and strains the eye. Unshaded bulbs were found in general use in 28 establishments, 9 of the garment factories being in this group. At best, sewing-machine operators are subject to eyestrain, and they need lighting that will lessen rather than increase the strain placed on their vision. Glare may be caused also by too much light and by the reflection of light on brightly finished surfaces.

### Seating.

The study of fatigue and its relation to output has made industrial engineers as well as agencies interested in the welfare of the worker urge the installation of adequate and suitable seats. The value of good seating has been recognized in a general way in the Delaware law, which states that in every mercantile, mechanical transportation, or manufacturing establishment, laundry, baking or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office in which females are employed or permitted to work—

\* \* \* there shall be provided suitable seats for their use in the room where they work and the use of such seats shall be permitted. At least one seat shall be provided for every three females employed or permitted to work at any one time. During working hours all seats shall be conveniently accessible to those for whose use they are provided.<sup>3</sup>

The findings of the study disclosed, however, that little effort or attention was being expended on the problem of seating. Seating facilities depend somewhat on the job and vary within a plant. In making the survey seating arrangements were considered from three aspects: First, for sitting jobs; second, for standing jobs; and third, for jobs at which the worker could either sit or stand while operating. Constant standing causes an accumulation of fatigue which can not fail to affect the physical strength and productive capacity of the worker. In 32 manufacturing establishments and 5 laundries, some of or all the women stood constantly while working, and in only about

<sup>3</sup> Acts of Delaware, 1917, ch. 231, sec. 2.

one-third of these firms were there chairs or stools available for occasional use. When there was a lull in the operations or while waiting for fresh supplies it was a common sight to see girls and women resting on window sills or worktables or leaning against the walls. These intermissions would be much more effective in counteracting the effects of accumulated fatigue if comfortable chairs were accessible. The work of saleswomen in stores is a standing job, and where women are employed behind counters the space should be wide enough to permit the use of a seat and still allow another person to pass behind the one seated. The space behind the counters was reported as insufficient in one general mercantile and two 5-and-10-cent stores. All the stores except one provided seats of some kind in adequate number. In several of the stores, however, the women complained of never having a chance to use a seat.

A continued sitting posture involves physical strain, but if such position is unavoidable a chair with a comfortable seat and back should be furnished for the worker. If the body be properly supported by the chair the work will be carried on with better posture and less fatigue. In 46 of the factories visited some of the women sat at their operations. Of women who were seated, sewing-machine operators in the clothing establishments and hide glazers in the leather plants were the most numerous. The ordinary stiff-backed kitchen chair was the common provision, but in 16 plants some of the women sat all day on stools or benches without backs. Satisfactory seating for sitting jobs was found in only 2 plants, where chairs with adjustable legs and backs had been installed.

The ideal arrangement for working posture permits change at will from a sitting to a standing position and vice versa. Many jobs now considered to require either constant sitting or constant standing could be shifted into this class if thought were given to the type and adjustability of the chair as well as to the arrangement of machines and worktables. In 14 factories and 1 laundry, among the plants visited, some of the women could vary their posture. However, in not a single case were their seats adjustable and in 9 establishments there were stools and benches without backs.

The employer could not ignore the fact that many jobs could be carried on with less expense to him and with conservation of the strength of the employees if suitable seating accommodations were provided. The standards for seating recommended by the Women's Bureau as a guide to employers and State legislators sum up the main points as follows:

Continuous standing and continuous sitting are both injurious. A chair should be provided for every woman, and its use encouraged. It is possible and desirable to adjust the height of the chairs in relation to the height of machines or

worktables, so that the workers may with equal convenience and efficiency stand or sit at their work. The seats should have backs. If the chairs are high, foot rests should be provided.<sup>4</sup>

### Uniforms.

The need for a uniform and the type most desirable to be worn depend on the nature of the work. If food is being prepared or handled, the public is interested that its purity be protected by the wearing of clean aprons and caps by those who have a part in the processes. Six food plants were included in the survey, and in two of these no uniforms were worn, in two the women furnished their own, and in two the management supplied and cared for the uniforms. When women are operating machines there is always the risk of their clothing and hair becoming entangled in the cogs and wheels, and uniforms are needed for safety; moreover, if women are exposed to oils, chemicals, or excessive dust, uniforms protect or replace their street clothing. For reasons other than sanitation uniforms were needed in six plants included in the survey, but in none of them was such protection supplied or required. If uniforms are desirable, it is well for the firms to supply and maintain them, thus not adding to the expenses of the worker.

### HAZARD AND STRAIN

The menaces to safety and health of poor posture, bad stairways, slippery floors, and unsatisfactory arrangements for cleaning, lighting, heating, and ventilation are supplemented for the worker by risks of fire, occupational accident or disease, and strain from the job.

The spread of "safety first" propaganda and the growth of the idea that accidents arising out of, and in the course of, employment were properly a cost of operation and as such compensable to the injured, were two of the factors which led to the adoption of compensation laws by all States but a few in the South in a period of less than 15 years. A compensation law went into effect in Delaware in September, 1917. A casual study of the accident reports filed with the industrial accident board did not reveal any major compensable accidents to women. Some of the most common accidents in which women had suffered partial or temporary disability were as follows: Hands or arms caught in machines in some cases necessitating the amputation of one or more fingers; lacerations from power-driven cutting machines in the garment trade; falls on slippery floors; materials falling on the worker; infections from minor cuts; slivers and bones run into hands. Undoubtedly, if proper safeguards and precautions had been taken some of these accidents might have been avoided.

<sup>4</sup>U. S. Department of Labor. Women's Bureau. Standards for employment of women in industry. Bulletin 3, 1921, p. 5.

Education of the employer and the worker along the lines of accident prevention is more constructive than is merely paying compensation after the accident has occurred. A number of States—of which California, New Jersey, New York, Ohio, and Wisconsin are outstanding—have invested the boards or commissions administering the compensation law with the power of safety inspection and accident-prevention work. Neither the industrial board nor the labor commission of Delaware has the authority or resources to undertake work of this kind. The merit system of rating by which insurance carriers give lower rates to firms equipped with safety devices is an economic spur to better conditions, but it should be reinforced by State laws to insure to all workers the benefits of adequate accident-prevention measures.

Many workers are subject to the hazards of occupational disease and illness arising from the nature of their work. Such diseases as well as accidents should be compensable, but they are excluded by the provisions of the Delaware compensation law.

Occupational strain, which may seem of minor significance when considered alone or in a single instance, if always present is likely to cause undue fatigue long before the end of the week. Uncomfortable reaching for materials, the operating of stiff and poorly adjusted treadles and levers, the lifting of heavy objects, and continued speeding—all waste the worker's energy, though easily avoidable by thought on the part of the management.

#### SANITATION

Plant sanitation as it applies to drinking, washing, and toilet facilities is closely related to the health and comfort of the workers. Delaware has enacted a sanitary law for female employees which covers sanitation and service facilities in a general way, but unfortunately a number of employers either ignore or are ignorant of this legislation.

#### Drinking facilities.

The Delaware sanitary law in its section on drinking water states:

A sufficient supply of clean and pure water and individual drinking cups or a sanitary fountain shall be provided in every establishment named in section 1 of this act [mercantile, mechanical transportation or manufacturing establishment, laundry, baking or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office] in which females are employed or permitted to work. If drinking water is placed in receptacles, such receptacles shall be properly covered to prevent contamination and shall at all times be kept thoroughly clean. No employer in any such establishment shall collect from any employee money for ice or water furnished for drinking purposes.<sup>5</sup>

<sup>5</sup> Acts of Delaware, 1917, ch. 231, sec. 7.

Uncontaminated water, easily accessible to the workers, and individual drinking cups or sanitary bubblers are reasonable and desirable standards for drinking facilities. Individual drinking cups were found in 5 of the establishments visited and sanitary bubblers in 5. Common drinking cups, long taboo as carriers of infectious diseases, were in use in 25 firms. One store had enameled cups chained to the tanks. Empty paper-cup containers are of little service to employees, and care must be taken to keep a sufficient supply of paper cups on hand with a receptacle near by for the disposal of used cups.

Sanitary bubblers are a practical and easy way of meeting the need of drinking facilities. Unfortunately, most drinking fountains are of the insanitary type which has almost as many hidden dangers as are found in the common cup. A sanitary bubbler is so constructed that the jet of water comes from a nozzle inclined at an angle of 15 degrees or more from the vertical, so that the water does not fall back on the orifice, and the nozzle is protected by a collar that prevents the lips from coming in contact with it.

Eighteen establishments were equipped with bubble fountains, but only 5 of them were of the sanitary type. In 18 plants there was no provision for drinking water other than the faucets in the toilet room or workroom. In only about one-half of the places visited was the drinking water iced or cooled.

### **Washing facilities.**

Their hygienic importance should make ample washing provisions a requisite in every establishment. Common-sense principles of sanitation and personal cleanliness demand that the workers wash their hands before lunch and before leaving for home even if their work is not particularly dirty nor injurious to the health. However, in 5 factories there were no washing facilities. Although the use of the common towel, like that of the common drinking cup, is an insanitary practice, 14 factories, 5 stores, and 2 laundries were making such provision. It is to be regretted that so few managers felt the need of furnishing hot water for washing, since in 47 of 68 establishments there was only cold water. Soap was supplied by the management in about one-half of the firms; sinks or basins were reported as dirty in 18 places. Where food is handled the consumer has a vital interest that there should be special precautions in regard to personal cleanliness, yet proper provision was not made in all the food factories of Delaware. In one food plant an old black iron sink, with a single cold-water faucet and no soap or towels, was the only provision for washing. The following table gives a more detailed statement of the inadequacy of washing facilities.

TABLE 11.—*Inadequacy of washing facilities for women employees, by industry*

Industry	Number of establishments reporting	Number of establishments with—					Equipment dirty
		No washing facilities	No towel	Common towels	No soap	No hot water	
All industries .....	68	5	35	21	34	47	18
<b>Manufacturing:</b>							
Cigars.....	4		2	2	3	4	1
Clothing.....	12	2	11	1	10	12	2
Food products.....	6		2	3	1	1	1
Leather (tanning).....	6		5	1	4	5	5
Paper and paper products.....	3		2	1		3	
Pulp and hard-fiber products.....	4				2	4	
<b>Textiles—</b>							
Hosiery and knit goods.....	4		2	1	2	4	
Other.....	5	2	4		4	4	1
Wood products.....	3	1	2	1	1	3	1
Miscellaneous.....	7		3	4	2	3	2
General mercantile (Wilmington).....	5			3	1	2	4
5-and-10-cent stores (Wilmington).....	4			2	1	2	1
Laundries.....	5		2	2	3		

The present Delaware law requires that there shall be not less than one spigot, basin, or receptacle for each 25 employees, and that in establishments where poisonous or injurious substances, fumes, gases, dust, lint, or particles of material created in the process of manufacture are present, hot water, soap, and individual towels, or paper towels, shall be provided.<sup>6</sup> The latter provision should be extended to all industries.

### Toilets.

Clean and adequate toilet facilities are of primary consequence in plant sanitation. Delaware legislators have enacted a detailed and extensive law with reference to toilets where women are employed, which reads as follows:

In every mercantile, mechanical transportation, or manufacturing establishment, laundry, baking or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office in which females are employed or permitted to work, there shall be provided suitable and easily accessible water-closets or privies for their use.

When both males and females are employed or permitted to work, and four or more persons are employed, separate water-closets or privies shall be provided for each sex and shall be plainly marked at the entrance "Men" and "Women," and these closets shall be easily accessible.

Where fifteen or less such females are employed or permitted to work at any time, at least one water-closet or privy shall be provided; where fifteen or more such persons are employed, they shall be provided in the ratio of one for every twenty-five persons.

<sup>6</sup> Acts of Delaware, 1917, ch. 231, secs. 3, 4

All water-closets or privies shall be properly lighted and shall at all times be kept in repair, clean, sanitary, and free from all obscene writing or marking. The compartments containing such water-closets or privies shall open to the outer air or be ventilated by means of a shaft or air duct to the outer air.

The entrance to every water-closet or privy used by females shall be effectively screened by partition or vestibule. Where water-closets or privies for males and females are in adjoining compartments, they shall be separated by solid partitions extending from the floor to the ceiling; and where the entrances adjoin, they shall be separated by a screen or partition at least 7 feet high.<sup>7</sup>

In respect to the fundamental factors of accessibility, arrangement, and maintenance, the Delaware law meets the standards recommended by the Women's Bureau. However, in the ratio of toilet facilities to women employed, the bureau recommends 1 to 15 rather than the Delaware ratio of 1 to 25. According to the ratio of 1 to 15, the toilet facilities in 16 establishments were inadequate, while according to the State standard the delinquent establishments were only 4.

Although toilet conditions were not bad in the majority of places visited, there was warranted the deduction that a number of employers were not aware of the facts of the law. The accompanying table gives a detailed statement of the nature of the inadequacy of toilet facilities in Delaware.

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<sup>7</sup> Acts of Delaware, 1917, ch. 231, sec. 1.

TABLE 12.—*Inadequacy of toilet facilities, by industry*

Industry	Number of establishments reporting	Number of establishments with toilet facilities inadequate as specified <sup>1</sup>													
		Number of seats inadequate		Same toilet for men and women	Room not designated	Room not ceiled	Room not properly ventilated	No artificial light provided	Entrance to room not screened	Seats not inclosed	Automatic seat flush	Room not clean	Room cleaned by women employed for other work	Room not cleaned regularly	Privies only toilet facility
		More than 15 employees to a seat	More than 25 employees to a seat												
All industries.....	68	12	4	7	29	14	15	14	11	7	12	16	20	32	12
<b>Manufacturing:</b>															
Cigars.....	4	1		2	2			1	1	1	3	2		1	
Clothing.....	12	4	2	3	9	1	1	1	2		2	3	4	11	5
Food products.....	6	2		1	3			1	1	2	1	2		3	
Leather (tanning).....	6	1			5	5	5	5	1		1	3	5	4	
Paper and paper products.....	3		1										1	1	2
Pulp and hard-fiber products.....	4	1				3				2		1	2	2	
Textiles—															
Hosiery and knit goods.....	4		1		2		1			1			2		
Other.....	5	1			1	2		2				2	2	4	2
Wood products.....	3	1			2		1			1	1			2	1
Miscellaneous.....	7	1		1	3	1	2	1	2		2		1	2	2
General mercantile (Wilmington).....	5					1	3		1						
5-and-10-cent stores (Wilmington).....	4											2	2	1	
Laundries.....	5				2	1	2	3	3		2		1	1	

<sup>1</sup> Facilities were inadequate for only part of the force in the following cases: Automatic seat flush, 6 establishments; room not designated, room not properly ventilated, 5 establishments; room not ceiled, 4 establishments; an . no artificial light, entrance not screened, room not clean, 2 establishments.

Justification of the provisions for separation and designation is unnecessary, yet in 7 places toilets for men and women were not separated. In most cases these were small establishments coming within the exception stated in the law. Carelessness in designating toilets was a more common offence, as there were 29 plants where the toilet room was not marked. To afford privacy the interior of the toilet room should be effectively screened from view of the workroom, and every seat should occupy a separate compartment inclosed on four sides. In 11 establishments some of or all the toilets were not screened, and in 7 the seats were not inclosed. Ventilation of the toilet room needs particular attention. In 15 establishments the ventilation was unsatisfactory, either because there was not an outside window or air shaft or because the partitions of the toilet room did not extend to the ceiling, thus allowing ventilation through the workroom or a combined rest and lunch room. Automatic-flushing seats, which are not recommended because of their tendency easily to become out of repair, were reported in some of or all the toilets in 12 establishments. The need for artificial light is apparent when the early winter evenings are considered. No artificial light was provided in some of or all the toilet rooms in 14 establishments.

Privies, which are always insanitary and unsatisfactory toilet facilities, were provided for the women in 12 factories. A few of the outside closets, instead of having the ordinary vault, were equipped with antifreezing water-flushing arrangements connected with septic tanks or the local sewer system. While in the summer these seemed better than the ordinary privies, in the winter the effectiveness of their supposedly antifreezing characteristic was questioned by the agents making inspection. Two excerpts from the schedules on toilet facilities are presented here:

In one toilet room three seats were out of order. Partitions between the seats extended only a short way and there were no doors.

No sewerage system in the part of the city where plant was located. Manager said that the town was supposed to have the vaults of the privies cleaned. Vaults had not been cleaned for a long time and the manager said he intended to report conditions to board of health.

The maintenance of toilet rooms in a state of cleanliness and repair should not be regarded lightly in plant housekeeping. In 16 establishments some of or all the toilet facilities were classed as dirty. The cleaning of toilets should not be added to the duties of women employed for other work, if for no other reason than the haphazard cleaning methods which usually accompany such arrangements. In all establishments the responsibility for cleaning the toilets should be

given to a person hired for this work, as a janitor or a charwoman. When inquiries were made as to the nature and frequency of cleaning, many replies were vague and evasive, but the indications were that in about one-half of the plants no systematic method and schedule for cleaning were in force. A toilet room needs more than an occasional sweeping and an irregular mopping with strong-smelling disinfectant to keep it in good condition. Scrubbings with soap, hot water, and disinfectants are a necessity.

Where the establishment is large enough to warrant employing a matron to supervise and to be responsible for the condition and use of sanitary and service facilities, it will be found a wise expenditure.

### SERVICE FACILITIES

Service rooms provided particularly for the comfort and convenience of the workers, such as lunch rooms, rest rooms, and cloak rooms, are not philanthropic frills of industry but good economic policy.

#### Lunch rooms.

Where it is impossible for all the workers to go home for their lunch period, a lunch room is a necessary plant asset. Though there may be no health hazard, it is not conducive to the cleanliness of the workroom and the welfare of the working force to have lunches eaten at the regular worktables and machines. A change of surroundings at noon, provided it be a pleasant change, is beneficial to the employees' digestion and aids in effecting recovery from the fatigue of the morning's labor.

In most of the establishments in the rural towns of Delaware and in many of those in Wilmington it was possible for the majority of the working force to go home during the noon period, and on this account lunch rooms were deemed unnecessary by the employers. However, usually there were a number of workers who came from a distance, and it does not seem right that they should have to eat at their workbenches or else take refuge in the doorways and alleys. Twenty-three of the establishments visited in Delaware provided lunch rooms for their employees, though in 16 of these the lunch room meant merely the presence of tables and chairs in a combination of rest room, cloak room, and lunch room.

Furnishings need not be elaborate, but the room should be clean, well ventilated, and light. A very dirty lunch room, located in a semidark, damp cellar in one plant visited, was its own explanation of the women's preference for eating in the workroom. Hot, nourishing food provided at cost has proved worth while in many plants

because of the renewed energy with which the employees approach the afternoon work. In two factories visited hot food was sold to the workers at noon. It may not seem practicable for a management to prepare food for its employees, but even the smallest plant can provide an electric or gas stove on which hot drinks may be made. At the time of the survey only two establishments were equipped with cooking conveniences for the use of the workers.

### Rest rooms.

The up-to-date business man, cognizant of the effect of rest on fatigue and of fatigue on output, considers a rest room a good investment. Some States require the provision of a rest room in places employing women, but Delaware has no such regulation. Altogether 16 rest rooms were reported in establishments included in the survey, and 12 of the 16 were combined with other service facilities, such as lunch rooms or cloak rooms. Four of the rest rooms were unsatisfactory as regards ventilation, and three were dirty, while in several the equipment was so inadequate that it was really a misnomer to term the place a rest room. The provision of a few stiff chairs and a bench in a combined service room does not transform the place into a rest room, for to serve its purpose of alleviating fatigue a rest room should be quiet, clean, cheerful, and equipped with comfortable chairs and couches. A couch or couches (depending on the number of employees) should be considered a necessary part of a rest room's furnishings, for, to quote an authority on fatigue, "Even a few minutes in a reclining position provides such rest as could not be gained in a much longer time if seated upright in the most comfortable chair."<sup>8</sup>

### Cloak rooms.

Coats, dresses, and hats draped on walls and posts or thrown over boxes and tables give a workroom an untidy appearance and are not satisfactory from the worker's standpoint. A safe, clean place, separated from the workroom, where street garments and lunches may be left, is a necessity in every establishment. In 28 factories, 9 stores, and 1 laundry cloak-room facilities were found, more than one-half of the rooms being used for other service. Nine of the cloak rooms were dirty, 4 had no provision for artificial lighting, and 14 were not equipped with chair or bench on which a worker might be seated while changing her shoes. Most of the cloak rooms had only nails or wall hooks on which to hang clothing. A more satisfactory arrangement than wall hooks consists of a metal pipe on which coat hangers are fastened, with a rack above for hats, lunches, and packages.

<sup>8</sup>Gilbreth, Frank B., and Gilbreth, Lillian M. *Fatigue study*. New York, Sturgis & Walton Co., 1916. p. 42.

Where a change of clothing is customary or necessary a dressing room is needed to assure privacy to the women employees. This is a requirement of the sanitary law for female employees in Delaware,<sup>9</sup> but it is not always complied with, since in at least two places visited, where the women changed their street dresses for cover-all aprons, there were no dressing rooms. In one of these places the women's street dresses were hanging on posts, and the only privacy attainable for the changing of dresses was in hiding behind the posts or the machinery.

### **Health service and first aid.**

With the increasing appreciation of the value of maintaining an efficient corps of workers, business men have turned their attention to health standards and service. In many large establishments a physical examination by the company's doctor is a prerequisite to employment. Health records and follow-up work by company doctors and nurses are designed to maintain the efficiency of the employed as well as to show a sympathetic interest in their welfare. Many plants find it a justifiable expense to equip a small hospital where immediate treatment in case of accident or minor indisposition may be administered. Four manufacturing establishments included in this study maintained emergency hospitals with nurses in attendance. The extensive nature of the health work in one plant is shown in the following description from an agent's schedule:

A complete dental and physical examination is required at entrance. Health records are kept. Two nurses are in attendance for full time, and a doctor spends his mornings at the plant. All employees may have free treatment in case of accident or sickness. A dentist is at the plant hospital two days a week and prophylactic and temporary dental work is offered the workers.

The size, character, and resources of a plant have a bearing on the extent of its health work, but regardless of whether or not the work is hazardous every establishment should be equipped to offer first aid. Some sort of first-aid equipment was reported in 33 of the 54 factories, 3 of the 9 stores, and 2 of the 5 laundries. Sometimes a first-aid cabinet was found, when opened, to contain only empty boxes and bottles. The care and administering of the supplies should not be left to chance, but should be definitely assigned to a person or persons with some knowledge of, as well as adaptation for, such services.

### **EMPLOYMENT MANAGEMENT**

Division of labor and specialization in management are two key-notes of modern business administration. Foremen in a factory

<sup>9</sup> Acts of Delaware, 1917, ch. 231, sec. 3.

naturally are chiefly interested in production, and to add to their regular duties the employment function of hiring, transferring, and discharging workers has generally been found to be inefficient and wasteful. Centralizing employment management in a personnel department, or in small establishments placing this function under the control of one person, usually insures better industrial relations, lower turnover, and a uniform and impartial treatment of employees. Since few of the plants visited in Delaware were large enough to warrant the full-time services of an employment manager, it is not surprising that only two were met with in the course of the study. However, of all the establishments only 9 permitted the foremen to do their own hiring and firing. This system was common in the leather factories, where in 5 of 6 such plants the employment management was decentralized. In the remainder of the factories, stores, and laundries either the owner or a general manager was responsible for employment work and employment policies.

Employment records, giving the personal background of the workers, such as their education, experience, and family responsibilities, are an aid in placing and transferring employees effectively. Where the firm is so small that a personal relation exists between the manager and each worker, these records naturally are not of so much value as in establishments where hundreds or thousands are employed. Little in the form of employment records was found, as only 7 factories and 2 stores kept personnel cards bearing anything more than the name and address.

A feature of general managerial conditions in Delaware which probably affected both the employment situation and working conditions was the fact that of 54 factories included in the survey 17 were branch or subcontract shops, 11 of 12 garment factories being in this group.

#### **GENERAL MERCANTILE AND 5-AND-10-CENT STORES OUTSIDE WILMINGTON**

Since all the cities and towns outside Wilmington have populations of less than 5,000, small stores are to be expected. Working conditions in 25 general mercantile and three 5-and-10-cent stores included in the survey affected only 56 women employees. Only one woman was employed in each of 13 stores, and two were employed in each of 10. Personnel problems of these small stores are those connected with hours and wages rather than with working conditions. Little or no thought was given to working conditions in the stores outside Wilmington, yet there were very few places that were unpleasant or insanitary for the workers. In many cases the sales-

rooms were small, congested, and crowded with goods, and the aisles behind the counters generally were narrow. However, the women were not confined to one place, and in all stores but one seats were available for resting between sales. Relations between the employer and his employee or employees were most informal. In several stores the owners lived in rooms at the rear of the salesroom or on the floor above, and in 6 establishments the employees had access to the toilet and washing facilities in the dwellings of the employers. Washing facilities in the stores usually were a common utility sink or basin, and hot water and soap were provided in only three. Drinking facilities other than the faucet generally were lacking. Cooled water during the summer months was reported in only five stores. Five had only outside privies for toilet facilities, and in the case of the largest store, employing seven women, there was not a toilet of any kind because, as the manager pointed out, there was a public-comfort station across the street. As most of the women in these stores lived near by and went to their homes at noon, they were perhaps not so greatly inconvenienced by the lack of sanitation and service facilities as it might seem. Nevertheless, the situation called for improvement.

What is true of the stores is also true of the homes. The women in the stores are not only employed in a business but they are also employed in a household. In a household of five or six persons, the woman who works in a store has to do all the housework. She has to cook, wash, and iron, and she has to take care of the children. In some cases, she has to do the housework for two or three families. This is a very heavy burden, and it is one that is not shared by the men. The women in the stores are also employed in a business, and they are also employed in a household. This is a very heavy burden, and it is one that is not shared by the men.

GENERAL MERCHANDISE AND BAZAR STORES  
WILMINGTON

There are 11 stores and two bazar stores in the city of Wilmington, Delaware. The stores are in the downtown business district, and the bazar stores are in the residential district. The stores are all small, and the bazar stores are all large. The stores are all owned by men, and the bazar stores are all owned by women. The stores are all open from 9 a. m. to 5 p. m., and the bazar stores are all open from 10 a. m. to 4 p. m. The stores are all very busy, and the bazar stores are all very busy. The stores are all very profitable, and the bazar stores are all very profitable. The stores are all very important to the community, and the bazar stores are all very important to the community.

## PART V

### VEGETABLE CANNERIES

During the late summer and fall the ripening of the tomato crop colors the landscape and industrial life of southern Delaware. Fields are fringed with rows of filled tomato baskets waiting to be carried to a neighboring cannery. On the roads are trucks and on the waterways are barges piled several tiers deep with baskets of red—splashes of brightness in their surroundings. As one travels in rural Delaware, tall, thin smokestacks, characteristic of canneries, usually are the only skyline evidence of industrial life.

According to the commercial value of Delaware's manufactured products, the canning industry ranked fifth at the time of the 1920 census.<sup>1</sup> Considerable quantities of peas, corn, and beans, and small quantities of sweet potatoes, pumpkins, and fruit are canned, but the chief canned product is tomatoes. In 1924 Delaware ranked sixth among the States in the output of canned tomatoes.<sup>2</sup> The National Canners' Association in its compilation of annual canning statistics gives the following figures for Delaware: Corn 221,000 cases, peas 305,000 cases, and tomatoes 803,000 cases.<sup>3</sup> According to a list submitted by the Delaware Labor Commission there were 71 canneries operating in the State in 1924. About 85 per cent of the canneries were in the two southern and rural counties—32 in Kent and 30 in Sussex. There were 9 in New Castle, the northern county.<sup>4</sup>

Thirty-four canneries were visited by agents of the Women's Bureau, and all but four of these were working on tomatoes during the 1924 season. Three canneries were equipped to can only corn, one was canning lima beans, and two worked alternately on corn and tomatoes.

During September, the peak month for the tomato canners, more women are employed in the canneries than in any other industry in the State.<sup>5</sup> According to estimates given by the canners, approximately 2,200 women and 1,500 men were employed in the 34 canneries visited during the peak weeks. This was said to be made up of fairly equal numbers of negro and white men and women.

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<sup>1</sup> U. S. Bureau of the Census. Fourteenth census: 1920. v. 9, Manufactures, 1919. pp. 219, 220.

<sup>2</sup> National Canners' Association. Tomato statistics, corn statistics, and pea statistics, 1924.

<sup>3</sup> *Idem.*

<sup>4</sup> Delaware Labor Commission. Manufacturing establishments of Delaware, Jan. 1, 1925. pp. 13-18.

<sup>5</sup> U. S. Bureau of the Census. Fourteenth census: 1920. v. 9, Manufactures, 1919. p. 224. Table 27.

## HOURS AND WAGES

Because canning is seasonal work the number of employees and extent of output vary considerably from week to week; in an industry so largely dependent upon the ripening of the crop climatic conditions are apt to cause either a shutdown or an influx in the cannery. Good management—forethought in regard to the amount of goods to be delivered and cared for at the plant at stated intervals—exerts a strong influence on the length of the working day. It has been proved that one of the chief reasons for excessive overtime in a cannery is the fact of the overseer's contracting for more of the crop than can be handled in a scheduled or regular day. Having on hand an excess of perishable goods becomes a temptation to the management to can as much as possible, and in this way long hours and excessive overtime long have been regarded as the lot of the cannery worker. Weather conditions, too, frequently are the cause of a fluctuation in the cannery, so that when several days of rain render picking impossible the accumulative picking of the next few days swamps the plant, and at such times it seems that nothing but long hours or a greatly increased force can save the crop. A number of canners have found the solution to such a problem in the employment of an extra shift of workers at the peak of the season; by thus lessening the fatigue of employees in their plants the more progressive canners are insured greater efficiency on the part of the individual and a larger output for the plant.

Science has proved the fact that long hours of work do not result in increased production—that beyond a certain point the workers' efficiency is impaired and a falling off in production noted. By poisoning the system fatigue so reacts on the physical structure of the individual that lessened productivity becomes the lot of that firm which day after day requires long hours of its workers. The true significance of long and irregular hours becomes apparent further when it is realized that many women, after a day of varying length at the cannery, store, or factory, have multitudinous duties at home. Limitation of the hours of work of women is, therefore, a safety measure, the conservation of their energy being a forward step in the progress of the race. Considering the output of the plant as the main reason for its commercial existence, it would seem that measures tending to insure the greatest production and at the same time conserve the health of employees would be deemed of such vast importance as to be readily adopted.

During the height of the season the thought uppermost in the mind of the canner is to dispatch the goods as quickly as possible. The raw product deteriorates rapidly, and to save the crop requires either an extra corps of workers or longer hours for those already

employed. Too often is the latter method chosen and an additional and unexpected tax put upon the strength of each worker. A woman who does not know whether her workday will be 1 hour or 13 hours long is not disposed to give to her task that attention characteristic of one whose hours of work are regular day after day.

The attempts already referred to, by which a few industrial pioneers made the effort to standardize and shorten the working day of women in canneries, should be regarded as a forward step in the progress of the industry. Recognizing this fact, some managers have speeded up production without at the same time imposing a hazard on any individual worker. Thus is the product saved for both canner and consumer without in the least jeopardizing the health of the employees.

Many of the canneries visited by the agents of the Women's Bureau during this investigation were located in isolated districts, the plant forming the one link of the community with the industrial world. Some of the labor for these plants is imported from large cities, but much of it is recruited from the neighboring farms and for this the few weeks of seasonal work in a canning factory constitute the extent of the worker's industrial history for the year.

It has been said that scheduled hours mean almost nothing in the canneries—there is so much overtime and undertime that any schedule would be warped beyond recognition. According to the report of the American Cannery Association already quoted, 1924 showed a decrease from 1923 of 14.7 per cent in the total number of cans of tomatoes produced in the United States. In that time the output of Delaware fell more than one-third (34 per cent), and while the State ranked third in the number of cans of tomatoes produced in 1923 it dropped to sixth place in 1924. With this condition in mind it does not seem strange, owing to the irregularity of the season of 1924, that the various plants could not specify with any degree of accuracy the scheduled hours of a day or of a week. Since scheduled hours in the canneries are so varied and irregular it is to be expected that the actual working hours of the women employees would fluctuate from day to day and from week to week.

In a discussion of the length of the working day in canneries the following statement is of extreme significance, for it depicts the gradual development of the industry in a State having vast cannery interests:

The hours worked in the canneries have been gradually reduced year by year. Twenty years ago it was considered that an establishment was not operating in a way to bring the utmost returns on the investment unless the plant were running about 20 hours a day. One of the notable things at the present stage of industrial development is the fact that the canneries have learned what other lines of industry have learned—that excessive hours of work are not efficient from the viewpoint of output, to say nothing of the consideration of the welfare of the workers. In past years Sunday work was very common. However, it was found

that the women accomplished less in seven days than in six. For the most part they took time off during the week, so that their hours of work were increased by very little. The total output was not increased, but all the regular operating expenses were increased by one day's work. In the asparagus canneries employing Chinese labor the seven-day week still prevails; but those employing American women operate upon a six-day week. With this exception of the Chinese canneries Sunday work has been eliminated.<sup>6</sup>

Because of the perishability of the product, canning is considered seasonal work. In Delaware this industry is the one exception to the law limiting the hours of work of women to 10 a day and 55 a week. In 17 States and the District of Columbia, however, the laws make no distinction between canning and any other form of manufacturing, limiting the number of hours per day or per week that a factory may operate. Six States—Arkansas, California, Kansas, New York, Oregon, and Wisconsin—that have exempted canning from the general law covering manufacturing, as Delaware has done, have placed such restrictions on women's overtime in seasonal work that each of these States may be said to regulate the hours of work of the women in canneries. If restrictions regarding overtime are applicable to seasonal work in some States, it would seem that the old theory of the necessity of long or irregular hours is exploded and the way made clear for similar legislation in other States where canneries are found.

In all but 3 of the 34 canneries inspected in Delaware, both daily and weekly schedules were reported as "irregular" or "unusual," and although approximately one-third of the 31 did give some particular number of hours, in each instance the number was qualified by the term "irregular" or "not usual." Such indefinite information is not suited to statistical analysis, so scheduled hours of cannery workers do not appear in this report.

Cannery material collected by the agents of the bureau discloses the fact that two systems of recording pay-roll data were in use in Delaware at the time of the survey. Because of the difference in the type of information secured, tabulations of these records have been made in two ways: First, according to the week's actual earnings, and second, by ascertaining the average earnings per woman for the week. No attempt has been made to combine the data on earnings of women for whom individual entry was shown with those of women in plants where pay rolls recorded the day's work in totals only.

The system first named permits the same standardized tables of earnings, correlated with days and hours worked, as are shown in other statistical reports of the Women's Bureau. The detailed information presented on pay rolls of the various firms was copied for every

<sup>6</sup> California Industrial Welfare Commission. Report on the regulation of wages, hours, and working conditions of women and minors in the fruit and vegetable canning industry of California. May, 1917. p. 116. (Bulletin 1.)

woman whose name appeared on the books and from such data statistical tables for the period were compiled.

The second system, in which a record of the day's work was kept in totals only, was found in 12 canneries. Figures showing the total number of employees working part or all of each day specified and the total number of buckets of tomatoes, for example, peeled each day, comprise the extent of the pay-roll data available. In most of the canneries the number of hours the plant has been in operation each day of the period also was reported. From this material the week's average earnings per woman and computations of hourly and daily averages have been made for each of the plants included.

Regarding the former group, unpublished data including women for whom time worked was not reported, show that regardless of time worked the range of actual earnings extended from less than \$1 received by 12 women to the \$28 earned by 1, the latter amount being the highest reported in any current pay roll of this industry. Even a cursory examination of the records reveals a great bulking of numbers in the lower wage groups, almost one-third (31.3 per cent) of the white women and approximately three-fourths (72.2 per cent) of the negro women earning less than \$7 during the week reported. When it is remembered that in California \$16 is the minimum wage required by law for women in canneries, the fact that only 8.3 per cent of the women for whom wage data were secured in the canneries of Delaware received as much as this places additional stress on the very low earnings of the women scheduled.

In all, 24 firms furnished individual pay-roll data for 1,096 women, 844 of whom were white and 252 negro. Regardless of time worked, median earnings of white women were \$9.40, while negro women had a median of only \$5.55. The latter figure is closely tied up with the short time these women worked, 35½ being the longest weekly hour period reported. The 24 negro women in section A of Table XVI in the appendix all were employed by one firm; all had a 20-cent rate of pay and all designated tomato peeling as their occupation. It is significant of the short time prevailing in the canneries of Delaware to find that this particular firm, which reported a maximum of 35½ hours for negro women, showed only one of its white women to have exceeded these hours.

To present a true picture of the situation, a correlation of earnings with time worked is necessary. How many hours or days did it take the worker to acquire such earnings? What factories were responsible for variations, not only in the earnings of the individual from week to week but in the earnings of the group? Of all the women reported, almost one-half (47.3 per cent) had time worked recorded in hours, over two-fifths (41.8 per cent) had days worked reported, and 10.9 per cent gave such an indefinite report that it

was not possible to use the data in a correlation of earnings and time worked.

Table XVI presents week's earnings of the women in canneries by the time worked. Section A includes the women whose hours worked were reported, and section B those whose records were kept in days.

In the first section of this table approximately one-fifth (21 per cent) of the women reported had a week of 60 hours and over, unpublished data revealing that all but one woman in this group worked more than 60 hours. Almost one-third (31.5 per cent) of the women for whom hours worked were reported exceeded 55 hours—the maximum set by the State for other industries.

In spite of these per cents in the higher hour groups, the greatest proportion of women in any one classification is that of 30 and under 40 hours, over one-fourth (26.1 per cent) of the women appearing in this one column. The short time general throughout the industry in 1924 is emphasized in both sections of Table XVI; as many as 45.8 per cent of the women for whom time worked was reported are found to have worked less than 40 hours or on less than 4 days. This heavy bulking in groups employed only part time involves approximately one-half of the women for whom time worked was reported during a week considered sufficiently representative to be selected by the managements.

Since no scheduled time, either daily or weekly, was available for the canneries and there is no standard of hours in the industry, an exact statistical presentation of the number of work hours to a day is not practicable. However, for the especial purpose of presenting in more tangible form the tremendous amount of part-time work during the week scheduled, days may be reckoned in terms of 10 hours each. Applying this formula to the records, it is evident that little beyond a half week's work was the lot of the women in the four-day classification of the table and of the women working 30 and under 40 hours in the week considered as representative of the industry. Not far from two-fifths of all the women for whom time worked was reported had employment for only about half the week.

The 30-and-under-40-hour classification includes 24.5 per cent of the white and 58.3 per cent of the negro women whose hours were reported, but the total number of the negro women in section A of this table is very small, there being a ratio of about 1 negro to 20 white women. About one-fourth the white women having hours worked reported received actual earnings of \$6 and under \$8, the median earnings of the whole group being \$9.05. For the negro women median earnings have been computed as \$6.30.

While actual earnings of the women in the first section of the table range from less than \$1 to the \$17-and-under-\$18 group, the days-worked section includes one woman who received as much as \$27.40 for the week. Of the women for whom hours were reported the six

in the highest wage classification, \$17 and under \$18, were employed by one firm as general packers and had such hours of work as  $58\frac{3}{4}$ ,  $59\frac{1}{4}$ , and  $60\frac{1}{2}$ .

That an undertime week was prevalent in the industry in Delaware is further emphasized by the table of days worked, where the greatest proportion of women in any one group appears in the three-day column. The vast majority of the women in this classification (80.1 per cent) were negroes, and it is evident that almost three-fourths (72.9 per cent) of the negro women for whom days worked were reported had been employed on not more than three days. On the other hand, practically two-fifths (39.9 per cent) of the white women in the table appear in the group representative of a week of six days.

For the white women whose records show work on six days median earnings are found to be \$15.15, an amount higher by \$2 than the median earnings of those whose records show as much as 50 hours of work during the week for which the pay roll was taken. Almost 60 per cent of the white women in section B of the table are shown as working on five or six days, median earnings for this number (176) being \$12.65. As already stated, no negro women had hours exceeding  $35\frac{1}{2}$  and the 14 whose records showed as much as five days of work constituted only 9 per cent of the number found in the table of days worked, an exceedingly small proportion when contrasted with the 60 per cent quoted for white women who worked on at least five days of the week.

By the 10-hour-day formula already referred to, all women who worked 50 hours or more and those whose records showed employment on 5 or 6 days may be considered as working a full week. In all, they constitute about three-eighths (38.2 per cent) of the women for whom both earnings and time worked were secured. Median earnings for the group having worked as much as 50 hours are \$13.15, and for those working on 5 days or more they are \$12.55; a combination of these two groups reveals median earnings for women working a full week amounting to \$12.95.

As already stated, the highest-paid worker for whom a record of time worked was reported was a peeler who received \$27.40 for a six-day week, and the actual earnings recorded for peelers in general are very much higher than the amounts shown for packers. While the six highest paid packers received \$17 and \$18 for a week of more than 58 hours, there were 27 peelers whose earnings amounted to more than this during the six-day week recorded.

Arranged according to the number of hours or the number of days worked, the following table, compiled from the more detailed figures in Table XVI in the appendix, shows the number, the per cent, and the median earnings of white and negro women for whom individual pay-roll records were secured.

TABLE 13.—Median earnings of cannery employees, by time worked and race

WHITE WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS				WHITE WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS			
Hours worked	Number of women reported	Per cent distribution	Median earnings	Days on which work was done	Number of women reported	Per cent distribution	Median earnings
Total .....	494	100.0	\$9.05	Total .....	303	100.0	\$9.65
Under 10.....	27	5.5	1.40	1.....	20	6.6	1.70
10 and under 20.....	23	4.7	3.20	2.....	18	5.9	4.00
20 and under 30.....	49	9.9	4.80	3.....	28	9.2	5.50
30 and under 40.....	121	24.5	7.00	4.....	61	20.1	6.45
40 and under 50.....	91	18.4	9.50	5.....	55	18.2	10.05
50 and under 60.....	74	15.0	11.85	6.....	121	39.9	15.15
60 and under 70.....	90	18.2	13.15				
70 and under 80.....	19	3.8	14.75				
NEGRO WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS				NEGRO WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS			
Total .....	24	100.0	\$6.30	Total .....	155	100.0	\$5.15
Under 10.....	2	8.3	( <sup>1</sup> )	1.....	10	6.5	( <sup>1</sup> )
10 and under 20.....	1	4.2	( <sup>1</sup> )	2.....	14	9.0	( <sup>1</sup> )
20 and under 30.....	7	29.2	( <sup>1</sup> )	3.....	113	72.9	5.25
30 and under 40.....	14	58.3	( <sup>1</sup> )	4.....	4	2.6	( <sup>1</sup> )
				5.....	6	3.9	( <sup>1</sup> )
				6.....	8	5.2	( <sup>1</sup> )

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

Although for the white women the median of the earnings with record of days worked is higher than the median for the group with hours worked reported, for the negro women the opposite is true.

The table shows that for both hours and days worked the median earnings of white women increased with each successive group. Although earnings were higher for women working on 6 days than for those having a corresponding period in hours, the fact must be remembered that work "on 6 days" may involve an excessive number of hours, since for women in the day group no hours were recorded. Dependent on the flow of work on each of the days, a 6-day week in the canneries of Delaware may mean many hours or few. On the books of many plants an entry of a day's work indicates only that a woman worked on that day, but whether it was for a short time, for full time, or for much overtime, was not made a matter of record by the cannery.

Because of the small number of negro women involved it was possible to compute median earnings only for the 3-day classification, which includes almost three-fourths of the negro women in the second section of the table. For these 113 women the median was \$5.25.

#### Earnings of timeworkers and pieceworkers.

Just as two systems of payment prevail in many other industries, the canneries show a representative number of timeworkers and of piece-

workers—516 and 566, respectively. An analysis of the occupations of the women in relation to their basis of pay becomes of especial significance since the numbers included in these two groups are so nearly alike.

TABLE 14.—*Extent of timework and piecework in canneries, by product, race, and (for tomatoes) occupation*

Product and occupation	Number of women reported		Number of women employed on—				
			Timework		Piecework		Both timework and piecework; white
	White	Negro	White	Negro	White	Negro	
Total.....	842	252	492	24	338	228	12
Beans.....	66	52	66			52	
Corn.....	52		52				
Tomatoes—							
Peeling.....	401	200	63	24	338	176	
Sorting.....	20		20				
Packing.....	108		108				
Filling <sup>1</sup> .....	34		34				
Can loft.....	2		2				
Two or more jobs.....	159		147				12

<sup>1</sup> The same as "packing" in some establishments.

Unpublished data reveal that the women paid on a piece-rate basis all were employed in 10 of the plants; 9 plants paid in this way only the tomato peelers, and 1 had negro bean sorters thus classified. Tomato peeling generally is regarded as a piecework job, so it is not surprising that almost six-sevenths (85.5 per cent) of the women in this occupational group were paid by the number of buckets. Numerically first of the occupations listed in Table 14, peeling includes almost two-thirds (64.3 per cent) of the women having a particular kind of work specified on the books of the plants. Median earnings are found to be \$7 for all peelers, timeworkers and pieceworkers. For women whose pay is based on the number of buckets, \$7.15 is the median computed. In only one plant were peelers given an hourly rate, the 87 women in this cannery appearing as timeworkers.

Appendix Table XVI-A gives all facts regarding the earnings and hours of timeworkers, since the women for whom hours worked are shown are the same as those whose pay was reported on a time basis. Moreover, a tabulation of the earnings of pieceworkers includes almost all the women appearing in the correlation of earnings and days worked. In only one column—that of 6 days—does the total represent a different group of women. For eight women no definite basis of pay was recorded on the books of the plants, although a record of their earnings and the days they worked did appear. The eight additional women are found in the 6-day group of Table XVI-B in the appendix and affect the median of the total number to a slight

extent, for the median of the pieceworkers is \$9.45, or 20 cents less than that of the women with a record of days worked.

### Earnings by occupation.

Preparation—that is, sorting and peeling tomatoes, sorting beans, and trimming corn—engaged more than five-sixths of all women for whom jobs definitely were reported, a ratio of 5 preparers to 1 canner. The 159 women having more than one job are not included in this proportion. Packing, which is considered a canning rather than a preparing job, often includes men as well as women, while men are rarely, if ever, employed as preparers.

The median earnings of preparers working 50 hours or more, again arbitrarily considered as the length of a full week, are found to be \$14.30; those of canners, \$16.10. The number and per cent of these women, arranged in three different hour classifications, together with the median earnings of groups which might be considered as under-time, full-time, or overtime workers have been summarized as follows:

Hours worked	Preparation			Canning		
	Women reporting		Median earnings	Women reporting		Median earnings
	Number	Per cent		Number	Per cent	
Total.....	225	100.0	\$7.55	144	100.0	\$8.33
Under 50 hours.....	192	85.3	7.25	96	66.7	6.30
50 and under 65 hours.....	33	14.7	14.30	21	14.6	13.50
65 hours and over.....				27	18.8	16.35
50 hours and over.....	33	14.7	14.30	48	33.3	16.10

The great majority of workers are shown in the lowest hour grouping, as many as six-sevenths of the preparers and two-thirds of the canners being found in this classification. Although no preparation job was continued for as long as 65 hours, almost one-fifth of the canners show a week at least as long as this.

No woman worked a week of exactly 50 hours and the median earnings of preparers who worked between 50 and 65 hours are \$14.30, an amount approaching the \$15.15 for peelers doing piecework six days of the week. In comparing the median earnings of these two groups it must be remembered that the 10-hour day on which full time has been based is hypothetical, for, as already remarked, the great majority of the canneries gave no definite information of their scheduled hours.

According to an unpublished tabulation, bean sorting and tomato peeling had no woman who had worked as long as 50 hours, but both trimming corn and packing tomatoes showed a number who had put

in as much time as this, the median earnings for these two groups amounting to \$14.65 for trimmers and \$16.25 for packers, amounts not unlike the medians quoted for all preparers and all packers (\$14.30 and \$16.10, respectively), whose week was at least 50 hours long.

Regardless of time worked, median earnings of white women paid on a basis of output were \$9.90 and those of negroes \$5.50, while the medians for timeworkers, white and negro, were respectively \$9.05 and \$6.30.

### Hourly rates.

The records of timeworkers included various occupations in the canning of tomatoes, corn, or beans, and as different plants paid different rates, even for the same kind of work, an analysis of the hourly rates according to the job classification of the women is of interest.

TABLE 15.—Hourly rates of timeworkers in canneries, by product and (for tomatoes) occupation

Product and occupation	Number of women reported		Number of women whose hourly rate was—						
			17½ cents	20 cents		Over 20 and under 25 cents	25 cents	Over 25 and under 30 cents	30 cents
	White	Negro		White	Negro				
Total	492	24	38	330	24	11	104	2	7
Per cent distribution	100.0	100.0	7.7	67.1	100.0	2.2	21.1	0.4	1.4
Beans	66			65			1		
Corn	52						50	2	
Tomatoes—									
Peeling	63	24		60	24		3		
Sorting	20			9			11		
Packing	103		2	51		11	37		7
Filling <sup>1</sup>	34			32			2		
Can loft	2			2					
Two or more jobs	147		36	111					

<sup>1</sup>The same as "packing" in some establishments.

Of the 516 timeworkers for whom occupation and hourly rate were specified, 43.6 per cent were engaged in preparing and 27.9 per cent in canning, while 28.5 per cent had more than one job during the pay-roll period reported. The 118 women in the corn and bean canneries are classed as preparers, since the women scheduled in these firms, though engaged on two or more operations, were confined to preparation jobs. Due to the fact of some large plants recording two or more occupations for many of their women, this proportion in the tomato industry is abnormally high.

Four-fifths of the women whose records were secured were engaged on tomatoes at the time of the survey, and as far as the number employed is concerned the most important of the jobs specified is packing. Peeling, on which were employed all the negro timeworkers in the industry, is second of the tomato occupations listed.

More than two-thirds of the women received an hourly rate of 20 cents; about one-fifth, approximately one-half of whom were trimming corn, got 25 cents an hour. With the exception of those paid  $17\frac{1}{2}$  cents, the number of women in each of the other classifications is insignificant. The seven women for whom a 30-cent rate was reported were employed by one firm as general packers.

### **Earnings in plants with incomplete records.**

As cannery work in Delaware is carried on in quite isolated places, modern methods of bookkeeping and cost accounting as yet have not been adopted throughout the industry. How much this lack of system affects the standards of hours and wages it is difficult to say, but the poorly kept records of seasonal industries probably exert a depressing influence on the industry's hours and wages. Apparently canneries as yet have not recognized the value of the complete records kept by other industries over a period of three to five years; an analysis and comparison of these figures bring to light unsuspected leaks, the discovery of which leads to adoption of measures of improvement and progress.

On the books of 12 canneries there was no individual record of the work done by peelers. Total output being their chief concern, these plants—many of them temporary structures—kept account each day of the total number of buckets of peeled tomatoes turned in and the number of employees working. They knew also the number of days and hours the plant was in operation. In these canneries tickets were distributed, and a number was punched in the column designated for each basket of tomatoes a peeler received and for each bucket of peeled tomatoes she turned in. As the peeling is mostly a piece-work job, the output of the individual depends to a great extent upon the speed and regularity of the worker, for while one woman might complete a ticket in a day or two another more spasmodic and irregular in attendance and work might be several days making a similar record. The 12 canneries using this lump-sum method kept no account of an individual's pay; earnings were figured and payment was made according to the number of buckets punched on each peeler's card or cards for the given period, the only items shown on the books being the sum totals for each day the cannery was in operation. Since these were the only data available in the records copied by the agents of the bureau, computations have been made which show, for the peelers in each plant, the average number of women employed and of buckets peeled, the average hourly and daily earnings, and the average earnings for the week. Although not so valuable as the individual earnings copied from the pay rolls, these averages for peelers are of interest and importance; and as practically all the women included were engaged on tomato peeling, a discussion of

their average earnings seems significant. Records of tomato peelers only are found in Table 16. In the one plant which reported work alternately on corn and tomatoes, entries regarding the number of women workers and the number of crates and baskets of corn were so definite that it was not a difficult matter to pick out the items having reference to tomato peeling.

TABLE 16.—Hours and earnings of tomato peelers, by cannery—plants with incomplete records<sup>1</sup>

Cannery	Average number of peelers	Average number of—		Average week's earnings	Average daily earnings	Average hourly earnings	Piece rate	Maximum number employed	Minimum number employed
		Days cannery was in operation	Hours cannery was in operation						
Number 1.....	57	5	45½	\$6.43	\$1.29	\$0.14	\$0.07	62	51
Number 2.....	50	5	36½	8.64	1.73	.24	.06	65	25
Number 3.....	50	3	19¾	4.16	1.39	.21	.07	( <sup>2</sup> )	( <sup>2</sup> )
Number 4.....	29	5	45	10.42	2.08	.23	.06	31	25
Number 5.....	78	6	46½	6.16	1.03	.13	.07	85	65
Number 6.....	42	2½	21½	5.19	2.08	.24	.08	45	35
Number 7.....	30	6	60	13.79	2.30	.23	.08	40	20
Number 8.....	60	6	( <sup>1</sup> )	8.85	1.47	( <sup>2</sup> )	.06	( <sup>2</sup> )	( <sup>2</sup> )
Number 9.....	32	5	35	8.78	1.76	.25	.05	35	18
Number 10.....	70	6	40	14.04	2.34	.35	.08	85	60
Number 11.....	60	5	44½	4.50	.90	.10	.08	60	60
Number 12.....	60	6	52	10.17	1.70	.20	.08	60	60

<sup>1</sup> In these canneries records of individual employees were not kept, but their total number, total output, and rate, and the days and hours cannery was in operation, were obtainable.

<sup>2</sup> Not reported.

In 9 of the 12 canneries listed in the foregoing table individual pay records were available for women engaged on other than peeling jobs, so it seems evident that in three-fourths of these plants records were kept in two ways—sum totals only for the peelers and individual records for all other jobs. These 9 plants have been included in the 24 canneries furnishing individual records as well as in the 12 plants for which only totals of each working day were secured. From material in this latter form the average number of peelers and their average earnings per hour and per day, as well as the week's average earnings, have been found. Such data could not, of course, be coordinated with individual pay-roll records, as two kinds of earnings—average and actual—are involved.

Five of the 12 establishments reported operated on 6 days of the week, the average week's earnings per woman ranging from \$6.16 in one plant to \$14.04 in another. In explanation of the high earnings prevailing in the latter, a note on the schedule taken for this cannery is quoted here: "Children were said to help by peeling into their mothers' buckets." An increase in the output of the plant without a corresponding increase in the number of employees would raise the average earnings of this one firm. However, though operating a 40-

hour week,  $6\frac{1}{2}$  hours less than the weekly operation of the plant which showed the lowest average wage (\$6.16), this cannery has average earnings more than twice the amount computed for the plant with an operating period one-sixth longer. It does not seem possible that such an increase in average earnings could be attributed to the help of children, and the higher average of the peelers probably is due to other conditions.

As a great number of the plants canning tomatoes had no other wage data available for tomato peelers, the preceding table is of twofold interest; it presents not only average earnings of a selected occupation in which many women are engaged but the fluctuations occurring in the average hourly, daily, and week's earnings in that occupation for the women in 12 plants.

### WORKING CONDITIONS

#### Location and buildings.

Tomato canning is a highly competitive business. In the United States there are more canners of tomatoes than of any other single article of canned food. The large number of canneries is due to the fact that the processes are simple, comparatively little machinery being essential, and the character of women's work is similar to domestic food preparation, so that training and skill on the part of the worker are not required. Since the season comes during mild weather, it is not necessary to build expensive and substantial structures to house machinery and workers.

A favorite location for canneries is on the bank of a creek or river; such streams facilitate the disposal of waste matter and are sometimes used for transporting tomatoes to the cannery. In towns lacking such natural advantages the canneries usually are found near the railroad stations. Occasionally one finds canneries inland, away from towns and railroads, hidden in the fields or a farmer's back yard. Such plants are hardly more than neighborhood affairs, to which whole families, including the babies and watch dogs, report when the canneries operate. Almost nothing is done to make the yard or surroundings attractive; often the cannery yard is cluttered with piles of broken boxes, wood, and coal, and further disfigured by stagnant puddles of water due to overflowing gutters and leaking drains.

Many canneries are hardly more than open-air pavilions. In cases of stormy or inclement weather, such buildings are not comfortable working places. Where apples, pumpkins, and sweet potatoes are canned after the tomato season, the women must feel the cold and dampness greatly. Light and air are admitted by raising flap sides of the walls, and for protection against the weather a few places provide canvas curtains. Sash windows and screens rarely are

furnished. Two of the best canneries visited had metal awnings over the wall openings, which kept out excessive sunlight and rain.

Two canneries were quite dilapidated. In one, the floor of the can loft and storeroom had collapsed during the season and the whole place indicated a state of unchecked depreciation and deterioration. Another, which had operated intermittently in the last few seasons, with its sides caving inward, seemed ready to fall at the first strong blast of wind. However, these were exceptional cases, and most of the canneries were in a good state of repair and represented all that could be expected of such buildings.

None but the larger canneries have more than a single story. In only five firms were women reported to be working above the ground floor and their number was small. However, in four of the five cases the stairways leading to the second floor were bad. In two the stairways were little more than ladders, and in the others there were no handrails or protection against a headlong fall if a worker should slip. In several places unguarded floor openings on the second floor offered a possible accident hazard. The workers, usually young girls, who were employed on the second floor, were "can chuters," whose duty was to keep a steady flow of cans sliding down a chute to the filling machines and tables. Frequently young boys, in some places very young boys, were employed for this operation. Where the floor of the can loft was poor, the steam from the workman below oozed through the cracks, and with the small windows and low sloping roofs characteristic of these places, on hot days the heat and humidity must have caused the workers great discomfort.

### **Processing of canned tomatoes.**

A brief description of the processes involved in converting fresh tomatoes into the tinned product may serve to give an idea of the work of women in canneries. When sufficient fruit has been received in the yard to warrant a run of tomatoes, the preliminary washing begins. This work is usually done by men. The common procedure is to dump the fruit into a tank filled with water, from which it is carried on a conveyor belt beneath a spray to wash away sand and clay clinging to the skins.

Ordinarily the next step is sorting, removing the imperfect tomatoes and cutting away the defective parts. Where the tomatoes are used only for the familiar canned product, the peelings being thrown away, sorting sometimes is considered an unnecessary expense and is not required, the idea being that the peeler will throw away the imperfect tomatoes with the skin and waste. Faulty sorting often is the cause of a high bacteria count and a putrid product. Where any of the pulp products, such as catsup, puree, or paste, are made either directly

from the tomatoes or from the parings and cores, careful sorting is essential. Sorting is done by women, either at tables or along the sides of slowly moving belts. As a careless sorter can do much harm, this work usually is given to the dependable and careful workers. It is customary to use as sorters old employees who have proven energetic and regular at their work.

After being sorted the tomatoes are sent through the scald or steamer, where hot sprays of water or jets of steam loosen the skins for peeling. Peelers, almost entirely women, are the largest group of workers within the cannery. Most of the peeling is done by hand, the few peeling machines that are on the market not being generally accepted by even the larger firms. Cannerymen who have not put in machine peelers say that some of the machines are liable to destroy the shape of the fruit and others affect the natural flavor of the tomato where caustic solutions are used to loosen the skins. Two canneries visited were using a combination of hand and machine peeling; machines having rapidly revolving brushes and using a caustic solution freed the skins, and the women were supposed only to have to pluck out the stem end to which the skin of the entire tomato clung. However, due to a poor grade of tomatoes, the women in one place were constantly using knives to cut out bad and green parts of the fruit. Machine peeling has not yet supplanted hand peeling to any extent, and the number of women employed at peeling is greater than the number employed at any other operation.

Filling the cans is the next step and is usually a machine process. Hand filling is said to preserve the shape of the fruit; it is used in the larger canneries when a fancy pack is desired and in some of the smaller canneries which have not extensive mechanical equipment. Hand filling is women's work, but the filling machines are tended by men. Women inspectors frequently are employed to see that the cans are full and in good condition as they come from the machine. Before the cans are sealed they must be heated to exhaust any pockets of air in the contents, so as to produce a vacuum after the cans are closed. This is done usually by passing the cans on a conveyor through a steam chamber. Capping machines to put on the covers are rather general in the canneries. After the cans are sealed, they are placed generally in racks or specially designed iron baskets and lowered into kettles of boiling water, where they are cooked for the required time. In four canneries visited a newer method of cooking was used in which the cans are rotated slowly in a spiral course through an inclosed steam chamber, the process ending in a cooler. The latter method shortens the time by half and also confines the steam within the cooker, which is especially desirable if the cooking must be done in the general workroom. If only pulp products are manufactured, the work of the women is confined

to that of sorting tomatoes, preparing onions and other seasonings, and capping and labeling bottles and cans. The labeling of cans and bottles usually is done by women, sometimes during the canning season proper but more often after the season's work is completed.<sup>7</sup>

### General workroom conditions.

Conditions in canneries varied greatly with the size, resources, and progressiveness of the organization and management. Most of the canners are on the alert to install equipment and to introduce methods which will improve the quality of their product and the sanitation of their plants. In many places the arrangements, methods, and cleanliness were all that the most fastidious could ask for, but in others chaos and messiness were the outstanding characteristics.

*Worktables.*—Height, width, arrangement, and type of tomato-peeling tables varied considerably from one cannery to another. The most common worktable arrangement was the "merry-go-round." More than one-half of the canneries had this type, in which a conveyor of wood, metal, or rubber runs continuously in a circular course carrying a never-ceasing parade of buckets of steaming tomatoes to be peeled, buckets of peeled tomatoes, and wide dishpans of trimmings and waste. Various arrangements for holding the buckets and pans for the peelers are built on both sides of the central conveyor. In some canneries there are metal rings into which fit the buckets and pans; in others these are accommodated on a series of individual shelves at different heights; but the best arrangement seems to be a continuous shelf-like table with the outside edge raised to keep the waste from dripping on the worker. The abundant juice and squashiness of tomatoes makes peeling wet work at the best and where there are rings or a series of shelves to hold the receptacles, many of the peelers become soaked in juice and the accumulation of waste and drippings on the floor is much greater than where the workers are protected from the drainage by having a solid table.

For those who work on the inside of the "merry-go-round" to reach their places, it is necessary to build bridgelike stairs or stiles over the moving conveyor. Often these stiles presented a real accident hazard. Four stiles were reported as exceedingly bad; their construction was so crude and unstable that they shook from side to side as one crossed; treads were broken or missing and there were no handrails. Even where the construction of the stile is good,

<sup>7</sup> Because of the few corn canneries visited, their processing and conditions are not discussed. Ordinarily the canning of corn is largely mechanical. Husking is done by machines, and the ears are inspected and the bad parts cut out by women. In two canneries the kernel was cut from the cob by hand. After cutting, the kernels are freed from silk and pieces of cob and packed in cans with salt, sugar, and water; after this they are heated, sealed, and cooked. One corn cannery was immaculately clean. The walls and tables gleamed with white enamel. The workers all had caps and aprons and even the manager wore a white washable suit.

treads wet and slippery with peelings are possible accident traps. Stiles of strong construction, railed on both sides, with ample clearance space at the top so that the person crossing can stand erect, and kept clean and in good repair, are not costly nor difficult to provide when the canner has an interest in the welfare of his workers.

In seven of the canneries visited, boxlike tables, occasionally separated into cribs or compartments for each worker, were arranged in parallel rows across the room. Four to six women worked at each table, and helpers, men or boys, waited on them, bringing buckets of unpeeled tomatoes from the scalding and carrying the buckets of peeled fruit to the fillers. Trimmings and waste were allowed to accumulate on the table, and when the mass got too deep and messy, the women stopped and pushed it to the back of the table or to one end. This opened into a gutter, from which the waste was removed to the outside by being pushed and shoveled into containers by helpers or carried off by a mechanical conveyor. Where the waste was pushed down to the end of the table, the end positions were especially undesirable, because the women there had constantly to stop to move along the wet and slippery mess piling up at their places.

A somewhat similar type of table found in the survey was termed a "table-chute." Helpers were used in the same way, but the tables were longer and the method of waste disposal decidedly better. The table was built like a hopper, with its front and back extending to the floor. Before each worker and at a convenient distance was an opening in the top of the table into which the peelings were dropped. The waste slid to a gutter in the floor, from which it was removed by a mechanical conveyor or by being pushed to the outside by shovels made to fit the gutter. One of the best canneries in all respects had a table of this type. The floors usually were drier and the women less spattered with juice where the "box" table or the "table-chute" was used, but in both the disadvantage was the dependency of the women on the cooperation and efficiency of the helpers to supply them with tomatoes and pans. One instance especially was noted where the inefficiency of the helpers created a state of confusion.

Enamel or granite-ware buckets and dishpans were the receptacles used by the peelers. Where the merry-go-round form of table was used, much confusion and dissatisfaction was avoided by having the buckets and pans numbered so that each worker had her own set. Two canneries eliminated the use of receptacles by feeding the fruit to the workers directly on a slowly moving rubber belt and by carrying off the waste and peeled tomatoes in the same way on other belts.

*Elevated work positions.*—Women employed at the sorting tables, feeding the pulp machines, or at the filling tables often were compelled

to stand on platforms elevated some distance from the floor. The bad factors of such working places were their insubstantial, loose construction and, in places where the ceilings were low, the steam that enveloped the women. In the 12 canneries having these platforms, one-half were reported as poorly built. In many cases the platform was only a plank supported on boxes or blocks of wood, and in some the platform was exceedingly narrow. In 8 canneries the platforms were so high above the floor that steps were needed to reach them, but nothing more than a movable and insecure box was provided. If it is necessary to have these elevated work positions, they should at least be made safe and comfortable places on which to work.

*Seating.*—In the canneries seating is a haphazard arrangement at the best, and little attention has been given to its needs or possibilities. Managers attempted to justify the absence of seats on the grounds that canning is seasonal and irregular work and it is unnecessary to provide comforts and safeguards for the employee's health for so short a time. Occasionally the management discouraged the use of seats on the theory that workers are less efficient when seated.

Constant standing for 10 to 12 hours in the busy canning season is deplorable from the standpoint of the individual and undoubtedly reduces the possible output of the worker. Twenty canneries covered by this study had peeling tables of a height convenient only for standing at work, and of these not one provided enough boxes or stools for the workers to be able to sit occasionally. Of the rest of the canneries, which had tables of sitting height, only six were adequately supplied with stools and two had boxes sufficient for all to sit at work. To stand at a low table, bending over work, is extremely fatiguing. Instances were reported where the tables were so low—and no seats supplied—that the women preferred not to use the planks provided to keep them off the wet floor because of the extra stooping required. If the free use of empty packing boxes was allowed, some cannery men seemed to feel that the seating needs of their plants had been met. Many of the peelers brought their boxes from the packing or storage shed.

Interfering braces, returning belts, and sometimes the long reach necessary to lift pans and buckets from the conveyor, all affect the feasibility of the peelers' sitting at work. Most of these hindrances can be removed easily; the position of braces and shelves can be changed and belts can be raised or lowered so as to obtain the proper clearance space. The ideal arrangement is that at which the employee is in a comfortable working position when standing and has a stool of the right height always available, so that work may be performed either standing or sitting. The ideals of cannery seating have been summarized in a California report in the following:

A seat for cannery use should be comfortable for all users, produce a hygienic position, and not interfere in any way with the motions necessary on the part of the worker. It should further be adjustable, at least vertically; it should be durable, easily cleaned and not cumbersome, admitting, if possible, of construction at the cannery, or, at any rate, of moderate expense.

There is no question that a free choice of position on the part of the worker and the shortening of the motions required on her part will reduce fatigue, and hence increase output. The whole problem is just as much one of efficiency as of hygiene and any improvement would obviously be to the benefit of both employer and employee.<sup>8</sup>

*Strain.*—Long hours of continuous standing are the most apparent fatigue-producing factor in canneries, but there are other forms of strain which can not be ignored. Excessive noise brings on fatigue, and most canneries are exceedingly noisy. The mechanical-conveyor systems are noisy in themselves; empty cans ring as they tumble down to the filling machine, and the bang of the capping machine adds to the din. Working at the merry-go-round, if the conveyor moves rapidly, may strain the eyes of the worker. After 10 hours the eyes and head are weary and a sensation of a moving conveyor persists and recurs for hours after leaving the cannery. An old colored woman made the following comment, unsolicited by the agent: "See dem blue glasses? Well, I wears 'em because if I don't, dem pans goin' roun' and roun' all de time makes me drunk."

In the corn canneries where the kernel is cut from the cob by hand, the women wear a wooden shield on the stomach, against which they hold the cob as they cut. The posture of the women cutting is bad, and the bandaging of wrists and hands is considered as much a preparation for work as are sharp knives. The women complained that their hand and arm muscles were barely hardened to the job by the end of the season.

These strains may be of minor significance, but altogether they tend to belie the common idea that canning is entirely easy and wholesome work and therefore requires no regulation of working conditions.

*Uniforms.*—The Delaware law dealing with uniforms in canneries reads as follows: "Female employees who work where foods are being prepared for canning shall wear clean aprons or dresses made of washable fabric and shall also wear clean washable caps over their hair."<sup>9</sup> On the whole, this regulation seemed to be generally observed, and though there were a few uncovered heads the managers seemed to be earnestly trying to enforce the provision by insisting that some sort of headgear should be worn. Colored bandannas, sunbonnets, ribboned boudoir caps, and old hats all were represented. Ordinarily

<sup>8</sup> California Industrial Welfare Commission. Report on the regulation of wages, hours, and working conditions of women and minors in the fruit and vegetable canning industry of California. May, 1917. pp. 169, 176 (Bulletin 1).

<sup>9</sup> Acts of Delaware, 1915, ch. 228, sec. 5.

the women supplied their own caps, aprons, and knives. In four canneries, caps, aprons, and knives were sold at cost, and in one they were furnished on payment of a deposit, which was refunded at the end of the season if they were returned.

*Lighting and ventilation.*—The open construction of canneries and the season in which they operate mitigate the problems of lighting and ventilation. Many of the canneries are not even wired for electricity, and most of the work is such that no special intensity of light is required. The disposal of excessive amounts of steam is the chief problem of ventilation. The scalding and cooking processes naturally are accompanied by steam and, unless special arrangements are made to control the escaping steam, the workroom may become both uncomfortable and unhealthful. In an effort to keep out the steam, scalders often were placed entirely or partly outside the peeling room; but even with this arrangement, on cold or rainy days clouds of wet steam hung heavily under the low ceilings and women working at the sorting tables, which usually were near the scalders, were bathed in steam. In one cannery the women had wrapped their heads and necks with towels and scarfs to protect them from the steam. Many canners had made adequate provision for the removal of steam by having the cooker and scalding in a room separate from that in which the peelers worked, and by having openings in the roof which gave the steam a ready means of exit.

*Floor drainage.*—The canner must pay particular attention to keeping his plant and equipment clean, as mold and the other tiny organisms which render his product unsalable develop rapidly in insanitary surroundings. To clean buckets, machines, tables, and floors there must be an abundance of hot water and live steam. Most of the canneries visited were cleaned twice a day, during the lunch period and at the end of the day, the evening cleaning being the more thorough. In 17 canneries the floors were being hosed constantly or were washed at least twice daily, and in the rest of the canneries visited there was at least one cleaning daily. It is not the general cleanliness of the canneries but the accumulation of water and waste between cleanings that affects the worker. The lack of sufficient gutters and the inadequate pitch of the floor toward the gutters cause puddles of water to remain after the cleaning. A few notes taken from the cannery schedules give an idea of some of the conditions found:

To reach peelers it was necessary to wade through water. A few of the women and most of the men in the cannery wore rubber boots.

Floor was covered with juice and squashy tomatoes. Cookers and cooling tanks were above the level of the peelers on a platform at one end of the room, and the overflow from these tanks drained into the part of the room where the peelers were working. Several hose were lying around with water running from their nozzles.

Juice, skins, whole tomatoes, and puddles of water all around made the floors sloppy.

Can fillers were in such a wet place that ordinary planks were not enough to keep the women's feet out of the water.

By their own carelessness in allowing peelings and refuse to fall the women were partly responsible for the bad conditions of the floors. However, in a goodly number of canneries where the floors were pitched toward a network of gutters that carried off the liquid waste efficiently, and the worktables were such that there was no table drainage to the floor, conditions were remarkably good, especially when contrasted with those in some other places.

Since most of the cannery floors are cement, the women need protection against not only the wetness but the hardness of the floors. Platforms, racks, or raised planks, which should be considered a necessity in all canneries, were found in only about one-third of those visited. In the rest there were heterogeneous planks, box covers, and pieces of mill wood, many of these platform substitutes being brought in by the women themselves. Here is an urgent need for the canners to pay more attention to equipping their plants with platforms to keep the peelers off the wet and hard floor. A platform, to give adequate protection, should raise the worker several inches from the floor and should be of a type which dries quickly and gives a pliant footing, thus adding much to the comfort of the worker.

*Waste disposal.*—Messy surroundings tend to make careless workers, and canners should not expect the employees to be careful unless they are provided with adequate means of disposing of liquid and solid wastes. Waste disposal is a vital problem for the canner, but it is of little concern to the worker unless the methods are so bad that they interfere with his health or productivity. Liquid waste commonly is drained through tile drains or gutters to streams or ditches near by. Solid waste, the trimmings and cores of the tomatoes, if pulp products are manufactured, are put through a dehydrating process in a machine known as a cyclone. Only the dry skins and seed remain after this process, and some of the canners who do not use the trimmings for a commercial product have a cyclone to facilitate the disposal of waste. Solid waste usually was hauled to adjoining fields to serve as fertilizer. In two places all the waste, liquid and solid, was drained into septic tanks, from which it was pumped and spread on neighboring fields. In all but seven of the canneries the waste-disposal problem seemed to be handled satisfactorily. Accumulated waste in the yard or cannery denoted careless and inefficient management.

### **Sanitary and service facilities.**

Due to the limited capital, the small plants, and the short seasons of many of the canneries, it was not surprising that little was done in

the way of providing service facilities, such as lunch rooms, cloak rooms, and rest rooms. However, there are certain sanitary needs, in the way of drinking, washing, and toilet facilities, which principles of health preservation and common decency dictate as necessities even in canneries.

*Drinking facilities.*—Many of the canners boasted of their good water supply. The source of the water may have been good generally, but little was done in the way of providing drinking facilities. Drinking facilities usually were one and the same as the arrangement provided for washing buckets and pans; about one-third of the canneries had provision for drinking other than that at the spigot or trough where the peeling receptacles were washed. Several times the agents saw the old-fashioned bucket with a common can passed around by helpers from table to table. Seven plants were equipped with bubblers, but none of the fountains met the sanitary requirement that the jet of water flowing from the orifice should be at an angle of at least 15 degrees from the vertical.<sup>10</sup> Individual paper cups were found in only one cannery, but most of the women were able to supply themselves with empty tomato cans for individual drinking cups. In one cannery the pump, which was the only source of drinking water for the workers, had been out of repair for several weeks.

*Washing facilities.*—Where food products are handled the consumer has an interest in seeing that soap, towels, and washing conveniences are available. The progressiveness of the management in canneries was reflected somewhat by the attention given to the provision of washing facilities. Of the 34 canneries visited, 9 made special provision of bowls for washing. In the others the workers had to wash at the places used for washing pans, which might be a barrel outside the cannery, a pump, a flowing hose at cleaning time, or troughs and tubs with running water. Soap was furnished in 13 canneries, and individual towels were supplied in 15. The washing facilities in one cannery were reported by the agent as follows:

Liquid soap container and towel fixture empty and looked as though not used for a long time. Wash bowls provided, but seemed ready to fall from their brackets any minute. Owner started to show several wash bowls in another part of the room, but then said he guessed they had never been put back after the installation of new machinery.

Running water, individual towels, and plenty of soap should be part of the washing accommodations of every cannery.

*Toilets.*—The preponderance of outside toilets or privies was amazing. Four canneries had modern flush toilets; the other 30 had outside privies. All but one had facilities separate for men and women and usually separate for negro and white workers. The condition of

<sup>10</sup>The National Safety Council recommends 30 degrees as the most satisfactory angle.

the buildings, the numbers using the toilets, and the vaults of many of the privies were far from satisfactory. More than one-third of the buildings were old, unpainted, ramshackle affairs, showing no attempt at maintaining even a fair degree of cleanliness. Vaults were reported as fly-proof in 9 places and in 11 there were evidences of disinfectant having been used. Instead of being built over a vault, six privies were so placed that they were suspended over the banks of a stream or pond, and in some of these places the tide action was insufficient to carry off the fecal matter. A few excerpts from the cannery reports give an idea of some of the conditions met with:

A plank, insecure and slippery, over a ditch led to privy. A worker said she was afraid of plank and also lest the building fall back into the river. Tide action was not enough to clean properly.

Approach to privy was bad; the closet was located on the bank of a pond, and a split log and several planks made a pathway which was steep and slippery with puddles on both sides. The exhaust from the engine room opened near the privy adding to the danger of the approach and the general disagreeableness. Door hung on one hinge, and the inside of the building was exceedingly dirty.

Privy had no vault. Tin cans placed under seat were not inclosed in any way.

Conditions like those described are intolerable, and there is a real need that regulations be made and enforced with reference to the number, location, construction, and upkeep of cannery toilet facilities.

#### CANNERY CAMPS

The limited extent of the local labor market makes it necessary for almost one-half of the canners to bring in help from sources outside their home community. To secure a working force of the required number, some of the Delaware canners sent out busses and trucks to transport help from farms and towns near by. A more common practice was to employ a man known as a "row boss" who rounded up whole families to live and work at the cannery. Ordinarily the canners did not resort to the importation of outside help unless it was difficult to secure local workers, because maintaining a camp is expensive and brings a host of problems. However, in years when the tomato crop is abundant and the competition for labor is keen, a force of workers housed in the cannery yard lessens the manager's worries relating to production. Employees housed in a cannery camp are more or less under the thumb of the manager and assure a fairly permanent working force, which is a real asset in a big year.

Of the 34 canneries visited, 14 were providing housing accommodations for all or a part of their workers. The imported cannery help in Delaware were largely Poles from Baltimore; the workers in more than one-half of the camps gave their home residence as Baltimore. One cannery settlement was made up of Italians from Philadelphia. Several camps were peopled by negroes who had been recruited from the eastern peninsula of Maryland and from near Norfolk, Va.

The "row boss" is an intermediary between the canner and the foreign help in his camp; he might be called a cannery padrone. The canner hires the row boss to secure and manage the foreign help. He is always of the same nationality as the workers brought into the camp. Generally he not only represents the management in the hiring of workers but lives in the camp and oversees the work of the foreign help in the cannery. In gathering up his cannery force the row boss usually offers the following inducements: Free rent, free fuel, transportation to the cannery and home again if the workers remain through the entire season, and a summer outing in the country or a small town at which all the members of the family old enough to work can earn good wages. Of the negro employees the same workers tend to migrate to the cannery for years without any official summons.

### Buildings.

Some of the camps were all that one could reasonably expect such places to be; the buildings were substantial, well roofed, and generally clean and comfortable. More often, however, the living quarters provided by the canners were bad; the dwellings were the cheapest and poorest that human beings would accept as shelter. The camps ranged from a small shed in which 2 families were living to one of two dozen houses with accommodations for possibly 50 families. Most of the camps were located on the cannery grounds, with the idea of having the workers readily available. Eleven of the camps were within a hundred yards of the cannery proper. With two exceptions, the buildings were summer structures, shanty in type, without foundations. In a number of places the exterior was unpainted, the roofs were leaky, the walls unsealed and unplastered, with wide cracks between the boards; windows were minus both panes and screens, floors were rough, and doors were without latches or locks.

The types of camp buildings varied, but in a general way the quarters provided could be classified as detached houses, remodeled barns and sheds, two-story shacks or tenements, and long rows of low, connected, barrack rooms. In the case of two canneries, small detached houses a block away, plastered and finished as regular dwellings, were maintained as a camp. These were not originally built for such a purpose and were rented to negro tenants during the winter. One of these camps was very good; the other was wretched.

In several places slight remodeling, such as the addition of a rough floor, crude partitions which frequently extended only part way, and holes cut in the walls for windows, had converted sheds and barns into housing facilities. The following excerpts from camp schedules are typical descriptions of this sort:

Two of the units of the camp seem to be old barns. An aisle runs through the center of the building, with doors at each end. Rooms open off both sides, with wooden partition not reaching to the ceiling separating the rooms. On the aisle side there are no partitions, and sheets, pieces of burlap, and old quilts had been hung to secure some privacy.

Six rooms had been partitioned off in an old shed. Wide, rough boards had been put in for flooring, and a small hole had been cut in the outside walls for a window for each room. One corner of the shed served as a common dining room and kitchen; there was no flooring in this part. On the day of the agent's visit it had been raining and water had leaked through the roof so that the ground inside of shed was mostly mud. Several negro families were huddled around an old rusty kitchen stove.

Camps built in recent years usually were long, low, single-story sheds, barracklike in appearance. Each room was a unit intended for a family group. About 12 by 12 feet, though in many cases smaller, was the average size of the rooms. A small window, rarely two, and a door leading to the outside were provided for every room. In the case of this type of building the roof generally had been built to project out over the doorway several feet, and most of the cooking, eating, and community gossip was carried on out of doors under this shelter. The two-story house was considered rather out of date and was unpopular with both employers and employees. There seemed to be an aversion on the part of the workers to living above the ground floor, and instances were noticed where extreme crowding was preferred to the use of upstairs rooms.

Failure to keep the buildings in repair gave several camps a dilapidated appearance. Broken windows and leaky roofs were common; repairs often were left to the makeshift arrangements of the occupants. There was a marked need, for light and for sanitation, of more and larger windows equipped with screens.

The camp buildings were little more than places in which to sleep and to store the possessions which the occupants had brought with them. The floor space was almost filled with beds; the walls were draped with clothing; boxes and bags of food took considerable space. The furnishings generally were meager and consisted of articles which could be made on the place. All but four or five of the camps were equipped with some sort of tables, seats, or benches. In one place there were well-built wooden cupboards, with padlocks, for the storing of food and other belongings. Iron bedsteads and cots were supplied in a few places, but bunks—boxlike containers for straw and bedding, both of the single and double decked variety—were the most common arrangements for beds. In a few places straw spread over the floor on one or more sides of the room, with no pretense of bunks, was reported. While the bad conditions described may not be typical of the cannery camps of Delaware, they represent the camp provisions found in more than one-half the canneries visited.

In many places order and cleanliness, remarkable in view of the time and facilities at their disposal, were maintained by the Polish women workers. The cannery workers of this race are accustomed to modern plumbing and ordinary conveniences in their city homes, and many apologized profusely for the disorder of their shacks, though this would have been hard to avoid. Some of the managers complained bitterly of the class of labor in their camps, and said that it was practically impossible to maintain a decent camp because of the destructiveness and low standards of the campers. However, where the cannery provided good camps the occupants seemed for the most part to maintain fairly high standards of cleanliness and order.

Washing and cooking were carried on almost entirely in the yards. In all but one camp the women brought their own laundry tubs. Oil stoves, gas plates, old wood and coal ranges, and outside fireplaces all were represented among the cooking facilities. In one camp individual oil stoves and in another individual gas plates were furnished to the families. Where wood or coal stoves were used they were located in cook sheds and were for the common or community use of all the families living in the camp. The most common cooking facility was a homemade stove of stones or brick, with a piece of corrugated iron for the top. These outside fireplaces were allowed to remain from season to season, each new group repairing the ruins from the previous year. Two or three employers, recognizing the advantages and popularity of these individual fireplaces, had made formal provision for them in long cook sheds with roofs but no walls. A stove having a fire box of cement walls, with pieces of heavy iron sheeting for the top and long flues extending through the roof of the cook shed, was provided for every family. Fuel always was furnished by the employer. Where the help was Polish, the workers usually had built one or more clay and brick ovens for community use in baking bread.

### **Sanitation.**

Nothing about the camps was more generally neglected than were the privies. In every camp insanitary privies—inadequate in number and with buildings and vaults in wretched condition—were much too common. Often the same toilets served for both cannery and camp. At least one-half of the toilets were reported as unfit in some respect for use. In these cases the workers preferred to find a place in the woods or in growths of underbrush rather than use the facilities provided by the employer.

*Water supply.*—Good water for drinking and cooking purposes, with a plentiful supply for washing and cleaning, is essential to health and comfort. No instance of especially inconvenient or inadequate

water supply was reported. In many cases there were no arrangements for drainage around the pumps or spigots and the overflow formed puddles, these, with the much tramping around the place, causing mud to extend for several feet on all sides.

### Premises.

Practically nothing was done to make the yards attractive, and little attention was given to matters of healthfulness and sanitation. The planting of shade trees, a few grass plots, and the graveling of the paths would improve the appearance of the grounds and make the camp settlements more livable. Only six of the camps were provided with receptacles for garbage. In the others there were unsightly piles of refuse and tin cans, or, if there was a growth of trees or a field of weeds and underbrush near by, this served as a dumping ground for all rubbish. Washwater, dishwater, and slops were thrown directly on the ground and in some places had collected in foul-smelling pools. Lacking any arrangements for surface drainage, after a rain the yards became one huge mud puddle. For one camp the "yard" comprised only the few feet of ground directly in front of the doorways, as in the rear a pig pasture extended to the very walls of the dwellings, and in the front a wood and coal pile belonging to the cannery came almost to the doorsteps. A praiseworthy feature reported on two or three camp schedules was the lighting of the grounds at night by electric lights or oil lamps. In one camp, which was good in all respects except its privies, a man was employed to keep the grounds clean and orderly and to watch the camp while the employees were at work in the cannery. Two of the camps visited employed persons to care for the babies and young children while the mothers were at work.

## PART VI

### HOTELS AND RESTAURANTS

Because of the irregularity of their hours and the differences in the make-up of their pay it is necessary to consider women employed in hotels and restaurants separately from other industrial groups. Establishments in this industry remain open many hours for the accommodation of the public, and it is quite a general practice in restaurants to employ women to work on two or even on three different shifts a day. In this way the majority of workers are on hand when they are most needed, the number being correspondingly low when the demand for service is not urgent. During the day there are distinct peaks of work when it is imperative to have a full force, although in the hours intervening many houses find business so slack that only the fewest possible employees are retained.

In spite of the progress toward a standardization of hours made by some employers the records, whether taken collectively or singly, too often reveal excessively long daily and weekly hours, night work, the seven-day week, objectionably early and late hours for beginning and ending work, the lack of definite meal periods, and the split shift with long over-all hours. It may at first seem that most of these evils are an inherent part of the industry—that since people patronize restaurants at all hours of the day and night it behooves the manager to be ready to serve them at all times; in other words, that it is to satisfy the public need that such conditions exist. The best answer to such an argument is the fact that many States have found it expedient to limit the hours of work of women employed in hotels and restaurants, as well as of those in other industries. Delaware is one of these States. Its law fixes 6 days in one calendar week, a 10-hour day, and a 55-hour week as the maximum time these women may work. There is a proviso which permits any female “to work 12 hours in one day only of each week, on the condition that her total hours of employment for any one week shall not exceed 55 hours.” The law further provides that “if any part of the daily employment of any said female is performed between the hours of 11 o'clock p. m. and 7 o'clock a. m. of the following day, no

such female shall be employed or permitted to work thereat more than 8 hours in any 24 hours."<sup>1</sup>

Although the State has fixed the same code for female employees of restaurants and hotels as for the women working in stores, factories, and laundries, 14.3 per cent of the women in hotels and restaurants for whom scheduled hours were reported had a week longer than 55 hours. Considered in terms of days rather than hours, it was found that 19 women—22.6 per cent of the total number reported—were expected to work on 7 days of that week for which the schedule was secured.

### HOURS

Of the 14 restaurants and hotels which reported definite hours of business, 9 kept their doors open from between 4 and 7 a. m. until 10 or 12 o'clock at night. Two establishments were not open on Sunday and 7 others reported closing from one-half to eight and one-half hours earlier on that day than on any other day of the week. In a study of restaurant hours it is necessary to consider the schedules of individual women, since shifts and irregularities cause great variation in hours for the different workers within any one establishment. Due to the practice, quite general in restaurants, of waitresses rotating in the matter of the day off, the majority of the women on this job show a 6-day schedule even when it is evident that the establishment in which they were employed was open on Sundays. For almost three-fifths of the restaurants and hotels which reported daily hours, a business day was as long as 16 hours, 5 of these places reporting 18 or 19 hours. Only 1 establishment—a tea shop where lunches and dinners were served—was open less than 12 hours a day.

Comparatively few of the women included in the study reported for work before 7 a. m., and the eight women included in this group were employees of 3 establishments. Such an early start was required of three women on 2 days of that week for which hour data were secured, while for five others the time for beginning work was consistently early throughout the week. Five of the eight women whose schedules show work days starting before 7 o'clock had these days broken up into two or three shifts.

The schedules of four women definitely revealed employment after 11 o'clock at night six or seven times a week, and nine other women were required to work later than this hour on 2 or 3 days of the week. Three of the four women appearing in the former group had a 7-day week; two of these had a Sunday which terminated at 10 p. m.,

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<sup>1</sup> Acts of Delaware, 1917, ch. 90, sec. 35.

while the third was required to work from 5 p. m. until midnight every day of the period. The fourth worker had 1 day off and put in 7 hours on each of the 6 days remaining.

### Weekly hours.

Unpublished data show that for practically three-fourths (76.2 per cent) of the 84 women included, a schedule of 6 days was maintained.

More than one-half of the number in this group of 6-day workers were waitresses, and over one-fourth (28.1 per cent) were classed as cooks, vegetable girls, and kitchen help. Forty-four women (68.8 per cent of the 6-day workers) had no employment on Sunday, and 13 of the 20 women whose record showed a day off during the week worked the same schedule of hours on Sundays as they did on week days. From these unpublished tables it is seen further, that although the entire number of negro workers in the 7-day group had the same number of hours every day, only 3 of the 12 white women whose hours were reported for 7 days revealed a uniform schedule throughout the week. A consideration of the women whose scheduled hours on Sundays as well as on week days were recorded discloses the fact that although 64.9 per cent of the number reported had a Sunday of 8 hours or less, only 51.4 per cent were included in this classification on other days.

None of the women in hotels and restaurants had a scheduled week of less than 5 days; in fact, a 5-day week was reported for only one woman, a pantry worker. Pantry helpers and candy-counter girls are the two occupational groups in which no women were reported as working on more than 6 days during the week scheduled.

TABLE 17.—*Scheduled weekly hours in hotels and restaurants, by occupation*

Occupation	Number of women reported	Number of women whose scheduled weekly hours were—								
		Under 44	Over 44 and under 48	Over 48 and under 54	54	Over 54 and under 55	55	Over 55 and under 60	60 and over	
Total	84	12	14	5	14	8	3	6	2	10
Cook; vegetable girl; kitchen help	24	4	1	1	14			1		3
Dish and glass washer	7	4	1	1						1
Pantry help	5	1	3	1						
Waitress	46	3	8	2	9	8	3	5	2	6
Candy-counter help	2		1		1					

<sup>1</sup> One woman alternated a week of 57 hours and one a week of 59½ hours.

According to the preceding table, the greatest number of women in any one group (28.6 per cent) had a scheduled week of over 48

and under 54 hours, and almost three-fifths of these were cooks, vegetable girls, or kitchen help. For less than three-eighths of all the workers reported the scheduled week was 48 hours or less, and about two-fifths of this number were waitresses. A week as long as 54 hours was reported for 34.5 per cent of the workers, all but 5 of the women in the group being classified as waitresses. Schedules of more than 55 hours were recorded by 5 establishments, and affected 8 waitresses, 1 dishwasher, and 3 cooks.

### Daily hours.

The irregularity of the restaurant workers' week has already been dwelt upon. Because of the fact that many of the women have at least two schedules during the week it is impossible to determine a uniform schedule of daily hours, so for this reason the number of hours shown for each of the work days reported is used and one woman appears in the tables several times according to the number of variations in length of workday in her scheduled week. The total number of employee days shown is therefore six or seven times the number of women for whom scheduled hours were reported.

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

Occupation	Number of women reported	Number of employee days	Number of employee days on which the scheduled hours were—									
			Under 5	5 and under 6	6 and under 7	7 and under 8	8	Over 8 and under 9	9	Over 9 and under 10	10	Over 10
Total .....	81	504	4	3	74	77	199	79	36	30	75	227
Cook; vegetable girl; kitchen help.....	24	150	1	1	14	20	23	66	5	13	7	
Dish and glass washer.....	7	44			8	26	6			4		
Pantry help.....	5	29		1	6	10	6			6		
Waitress.....	43	269	3	1	42	19	163	13	34	25	49	20
Candy-counter help.....	2	12			4	2	1		2	3		

<sup>1</sup> Includes one woman whose scheduled hours every other week were 8½ a day.

<sup>2</sup> Eleven hours on 7 days, 12 on 13, 13 on 4, and 14 on 3 days.

An analysis of the length of the days the women were required to work is presented in Table 18, which shows that schedules of 8 hours or less were reported for slightly more than one-half (51 per cent) the days totaled for all the women employed. Dish and glass washers had a greater proportion of short days than had the women in any other occupational group; a schedule of 8 hours or less was reported for 90.9 per cent of their employee days. Nine hours or more was the schedule reported on about one-third the days, and about three-fourths of these were the days of waitresses; in regard to this job it is apparent that almost one-half (47.6 per cent) the days reported for women waiting on the table were at least 9 hours in length and that slightly more than one-fourth were 10 hours or more.

**Over-all hours.**

The period of time from the beginning to the end of a woman's workday, including hours off duty for meals or for rest, has been designated as over-all hours. Data showing the over-all hours on the workdays of the employees, arranged according to occupation, are presented in the table following:

TABLE 19.—Scheduled over-all hours in hotels and restaurants, by occupation

Occupation	Number of women reported	Number of employee days	Number of employee days on which the over-all hours were—												
			Under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and under 12	12 and under 13	13 and under 14	14 and under 15	16 and over	
Total .....	81	504	4	1	61	28	106	61	44	63	61	28	31	116	
Cook; vegetable girl; kitchen help .....	24	150	1	1	14	7	78	-----	14	16	19	-----	-----	-----	
Dish and glass washer .....	7	44	-----	-----	8	2	18	-----	4	6	6	-----	-----	7	
Pantry help .....	5	29	-----	-----	6	-----	-----	1	-----	4	11	-----	-----	-----	
Waitress .....	43	269	3	-----	32	14	10	58	26	36	25	27	29	9	
Candy-counter help .....	2	12	-----	-----	1	5	-----	2	-----	1	-----	1	2	-----	

<sup>1</sup> An over-all of 16 hours on 3 days and of 18 hours on 13.

Approximately one-half (48.2 per cent) of all the employee days are found in classifications representing 10 hours and more of over-all, and 63 per cent of these are the days of waitresses. In all, 56.5 per cent of the days reported for the women in this one occupation had an over-all as long as 10 hours. In the column of 16 hours and over, 13 of the 16 days reported had an over-all of 18 hours. Six days of this length occurred in the week's record of 1 waitress, and two or three days as long as this appear in each of the schedules of 3 pantry helpers. In any discussion of the day's over-all it is especially significant to take into consideration the length of time the women are off duty. The accompanying table presents this information for 504 employee days, but because of the different schedules reported for the different days of the week it was not possible to present the number of women in each classification.

TABLE 20.—Time off for meals or rest in hotels and restaurants, by over-all hours

Time off duty	Number of employee days	Number of employee days on which the over-all hours were—												
		Under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and under 12	12 and under 13	13 and under 14	14 and under 15	16 and under 17	18
Total .....	504	4	1	61	28	106	61	44	63	61	28	31	3	13
None .....	198	4	1	60	19	73	11	23	7					
30 minutes .....	37			1	9	9	14	4						
1 and under 2 hours .....	76					24	27	2	19			4		
2 and under 3 hours .....	60						2	13	18		1		3	
3 and under 4 hours .....	44						6	2	16		8	6		
4 and under 5 hours .....	58						1		10		3	20		
5 and under 6 hours .....	14										3			
6 hours and over .....	27										11	13	1	13

On 198 days—almost two-fifths of the total reported—the work period was continuous, and, if the lunch or dinner hour occurred while the women were on duty, those for whom meals were provided as part remuneration ate whenever there was a lull in the day's work. On these 198 days over-all hours tallied exactly with scheduled hours, since on this number of days there was no time off duty. The longest period of over-all on days which had an unbroken schedule was recorded for one negro cook, each of whose 7 days was exactly 12 hours in length.

Unpublished figures show that 3 women had as much as 8 hours off duty on 2 of their 6 days of employment, at which times their workday lasted from 6 a.m. to noon and from 8 p.m. until midnight. On 42 days three periods of work were reported, and the intervening periods of rest—usually a short and a long one—were recorded for 18 women; these intervals lasted from a half hour—recorded on 15 of the days reported—to a period of  $4\frac{1}{2}$  hours off duty shown on each of the 7 days of one waitress. The schedule of this woman gives an excellent idea of the broken shift, although in her case both rest periods were of sufficient length and regularity to permit a fairly satisfactory adjustment of her day. The record shows that this worker was expected to be on the job from 6.30 to 9.30 a.m., from noon until 1.30 p.m., and from 6 until 7.30 in the evening. Thus the 13 hours of over-all meant for this woman a work schedule of only 6 hours a day, and the combined intervals off duty actually exceeded the hours she was expected to work.

From unpublished data it is apparent that a definite time for meals was reported for only 16.4 per cent of the employee days of white women. On almost two-thirds of the 58 days for which the time off was specifically reported, as breakfast, lunch, or dinner time, 30 minutes was allowed for each meal, while on 36.2 per cent of the days the meal period was 1 hour. The schedules of negro women show that meals were eaten on duty on as many as 111 of the employee days; on the remaining 14 days (reported for 2 cooks) no interval for meals was recorded within the over-all period. In regard to the meal periods of waitresses, on three-fifths of the days for which some report was obtained the women ate their meals while on duty—that is, whenever there was an interim in the day's rush—no provision being made to prevent interruptions at mealtimes. There were 45 days when meal periods fell between shifts, and on more than three-fifths of these a definite time off for meals also was provided by the managements. The women whose days are included in this group had hours that covered two or more meal periods.

Hotels and restaurants must be ready to serve the public whenever the service is needed, and because of this requirement they are open practically all hours of the day and night. It is to be expected, then,

that hours scheduled for these employees would show greater irregularity than is apparent in other industries, for not only is the period between opening and closing the doors of a restaurant longer, but, as already stated, each day comprises two or three definite peaks of work when a mobilization of employees is essential. To meet this emergency some managers have introduced staggered hours of employment, an arrangement which does away with the excessively long over-all hours embodied in the broken-shift arrangement. The following table shows the number of women on a uniform schedule, as well as those reported on two or three shifts, arranged according to occupational group:

TABLE 21.—*Irregularity of hotel and restaurant days, by occupation*

Occupation	Number of women reported	Number of women with same schedule each day					Number of women working on 2 different schedules	Number of women working on 3 or more different schedules
		Total on uniform schedule	Work in 1 unbroken shift	Work broken by 1 period off duty	Work broken by 2 periods off duty	Work broken by 3 or more periods off duty		
Total .....	81	32	19	9	3	1	25	24
Cook; vegetable girl; kitchen help...	24	20	17	2	1		4	1
Dish and glass washer	7	6	1	5				3
Pantry help .....	5	1				1		1
Waitress .....	43	5	1	2	2		20	18
Candy-counter help .....	2							2

Although only 5 of the 43 waitresses were reported as having a uniform schedule, practically all dish and glass washers and a majority of cooks, vegetable girls, and kitchen help had but one arrangement of their hours throughout the week. Considering the first three classifications in Table 21 as kitchen workers, and waitresses and candy-counter girls as dining-room help, it is found that three-fourths of the kitchen workers and a little over one-tenth of the dining-room workers had a uniform schedule. Of the women employed in the dining rooms, 44.4 per cent alternated their scheduled hours day by day, and an equal proportion show more than two sets of hours during the week.

More than one-half (56.3 per cent) of the women on a uniform schedule were negroes, and all these had an unbroken shift of hours. The few white women who had but one schedule of hours are scattered in the groups representative of one, two, or three periods off duty every day of the week. Practically two-fifths of the white women had to adjust themselves to three different shifts of work hours.

## WAGES

Pay-roll records were secured for 64 white women and 21 negro women, and these were employed in 15 hotels and restaurants in Delaware. Earnings of workers in the various occupational groups are presented in Table XVII in the appendix, and are found to extend from the \$4-and-under-\$5 classification, in which appears one negro woman, to the \$20-and-under-\$21 grouping, in which two women employed at a candy counter are found. Practically three-fifths (58.8 per cent) of all the women reported received \$8 and under \$11 as actual earnings for the week. Computations show that median earnings for all white women are \$10.15, and for all negro women \$10.75.

Waiting at table seems to be the most general occupation, as many as seven-tenths (71.9 per cent) of all the white women appearing in this classification. The median earnings of waitresses—all of whom are white—amount to \$10.05. The other white women are scattered, some appearing in each of the various occupational groups—cooks, vegetable girls, and kitchen help, dish and glass washers, pantry help, candy-counter girls, and chambermaids—but as there were less than seven white women in any of these classifications, median earnings were not computed.

Cooks, vegetable girls, and kitchen help, more than any other classification, comprise the great majority (90.5 per cent) of the negro women in hotels and restaurants. The median of the earnings of these workers is \$10.75, exactly the same amount as the median quoted for all negro women included.

According to unpublished data, about five-eighths (63 per cent) of the 46 women whose hours worked were reported were white, and more than four-fifths of this number had worked a week of more than 48 hours. Despite the fact that hotels and restaurants are included in the 55-hour regulation of the State, more than one-fourth (28.3 per cent) of the women, white and negro, for whom the number of hours worked was recorded on the pay rolls showed hours longer than the maximum allowed by law. The earnings of the women in the group for whom more than 55 hours' work was reported range from \$5 and under \$6 to \$16 and under \$17, the highest amount being recorded for one negro woman. In each case noted the median earnings of negro women are higher than those of white women. In fact, 9 of the 12 women with earnings of \$11 or more were negroes.

A similar situation is revealed in a compilation, also unpublished, which shows the time women worked as reported in days. All these women were white. About two-fifths (38.8 per cent) of all the women in hotels and restaurants are included in this compilation of days worked, and almost one-eighth of these worked on seven days of the

week. Earnings of this group extended from \$6 and under \$7 to \$10 and under \$11, although those for whom a week of six days was reported show a much wider range. As many as 84.8 per cent of the women in this tabulation of days worked had a 6-day week, and the median earnings of this group amounted to \$10.25.

#### WORKING CONDITIONS

Fifteen restaurants, employing 86 women, were included in the study. Five of these, employing more than one-half of the women, were in Wilmington; the rest were scattered throughout the State. As in the small stores with only a few employees, standardized working conditions were not to be expected. Again, there was a sort of family relationship, bordering on that found in domestic service, between the employer and employees.

However, because of the handling of food, if for no other reason, certain standards of cleanliness and order are essential in restaurants. A bad feature in five of the restaurants visited was the extreme congestion in the kitchen and pantry, which gave a general atmosphere of disorder to the place. In six the ventilation in the kitchen was bad; there was neither natural nor artificial exhaust to carry off the steam and smoke. Inadequate washing facilities were provided for at least some employees in more than half the small restaurants reported. The white women in four and the negro women in seven restaurants were furnished with no place other than the kitchen sink at which to wash their hands. There were no hand towels in five restaurants, and common towels were the only provision in three. In 10 places toilets were used by the public as well as by the employees, and they were separated and designated in only 3. Six of the restaurants were located in hotels, and in these the women had the privilege of using the hotel facilities. Although uniforms are the customary mode of dress and a sanitary precaution in eating houses, only one of the restaurants provided them and had them laundered for their employees.

... earnings of the group extended from \$6 and under \$7 to \$10 and under \$11, although that for whom a week of six days was reported below a month when wages. As many as 21.2 per cent of the women in the population of those worked had a day work, and the median earnings of the group amounted to \$10.25.

**WORKING CONDITIONS**

... women were included in the study. Two of these employed more than one-half of the women were in the restaurant and hotel industry throughout the study. As to the small group with only a few employees, standardized working conditions were not to be expected. Again, there was a sort of family relationship, depending on that found in domestic service, between the employer and employee.

The exact nature of the handling of food is not an exact reason, except in the case of the handling of food, it is not an exact reason. A lot before the behavior of the restaurant visited was the extreme cooperation in the kitchen and party, which gave a general atmosphere of order to the place. In six the ventilation in the kitchen was not adequate, natural light not artificial, exhaust to carry off the steam and smoke. Inadequate working facilities were provided for at least some employees in more than half the small restaurant reported. The white women in fact, and the negro women in seven restaurants were furnished with no place other than the kitchen sink in which to wash their hands. There were no hand towels in five restaurants, and women towels were the only provision in three. In all places tables were used by the public as well as by the employees, and they were crowded and unclean in only 3.2 per cent of the restaurants. There were no rest rooms, and in three the women had the privilege of using the hotel facilities. Although uniforms are the necessary mode of dress, and a certain presentation in waiting houses, only about the restaurants provided them and had them laundered for their employees.

## PART VII

### THE WORKERS

#### PERSONAL INFORMATION

Although facts have been accumulated which show that many of the popular concepts about women and their work are erroneous, women's employment in industry is hedged by numerous prejudices based on traditional and habitual modes of thinking. Just as it is customary for the production manager to analyze the product of his factory to discover ways of improving it, so those desirous of bettering human relationships in industry should study the make-up and responsibilities of the workers. A survey covering only wages and hours does not afford the human touch which is an indispensable factor in any social study. Human aspects, such as nativity, age, marital status, living condition, and industrial experience, all are a part of the worker's background affecting her social and economic condition. To procure this personal information, brief interviews were held with a representative number of women in all the industries included in the study. Altogether, questionnaires were filled out for 2,519 women employed in the regular industries and for 736 white women in the canneries,<sup>1</sup> and while it is difficult to reduce to concrete figures facts about human beings, with all their complexities and variabilities, tables have been compiled which are at least suggestive of the outstanding characteristics of women employed in Delaware industries.

#### Nativity.

Immigrant workers, ignorant of industrial conditions and anxious to secure work, often will accept any employment offered them regardless of hours and conditions. Where there are large numbers of foreign born, special labor problems may arise, but in Delaware the proportion is so small that immigrant labor is of minor significance. According to the last census, 8.9 per cent of the population of the State was of foreign birth.<sup>2</sup> Table XVIII shows that, of the white women interviewed, 90.8 per cent were native born and 9.2 per cent foreign born. There was little diversity of nationality, as immigration from Poland and Italy made up about three-fourths (76.6 per cent) of the distribution. The proportion of foreign born varied considerably in the different industries; leather with 26 per cent, cigars

<sup>1</sup>In addition the ages of 431 negro women in the canneries were reported.

<sup>2</sup>U. S. Bureau of the Census. Fourteenth census: 1920. v. 3, Population, 1920. p. 172, Table 9.

with 15.6 per cent, and canning with 14.3 per cent (negro women not included) had the largest numbers and proportions of immigrant women employed. Outside Wilmington foreign born were found only in the canneries, and these women were not Delaware residents but had been brought in from Maryland and Pennsylvania to supplement the labor supply for the canning season.

The negro population was estimated as 13.6 per cent by the 1920 census,<sup>3</sup> being relatively greater in the two southern counties of Kent and Sussex than in New Castle County. Canneries were the only manufacturing establishments employing negro women in appreciable numbers.

*Ability to speak English by time in the United States.*—The length of residence in the United States of foreign-born workers correlated with the ability to speak English shows several interesting facts. A comparison of the relative numbers of non-English-speaking women in the regular industries and in the canneries discloses a much larger proportion in the latter. Due to the curtailment of immigration in late years, the number of recent immigrants is small. In the regular industries there were 20 women who had been in this country less than five years, and one-half of these did not speak English; in the canneries there were only 6, none of whom spoke English. Of more significance is the inability to speak English of many who had lived here 10 or more years; 27.1 per cent in the regular industries and 50.5 per cent of the women interviewed in the canneries were in this group. Altogether, in the nonseasonal industries almost 70 per cent and in the canneries not quite 50 per cent of the women from non-English-speaking races had acquired at least a rudimentary speaking knowledge of English, while the rest held fast to their native languages.

*Ability to read and write.*—In addition to inquiries regarding the foreign-born women's knowledge of English, all the women were questioned as to their ability to read and write either English or a foreign tongue. Figures taken from the 1920 census show that 5.9 per cent of the population of the State as a whole were illiterate; that 1.5 per cent of the native white women, 19.6 per cent of the foreign-born women, and 18.6 per cent of the negro women were illiterate.<sup>4</sup> From the number reporting in the Women's Bureau study, it was found that in the regular industries less than 1 per cent (0.8) of the native white women and 17.6 per cent of the foreign-born women were illiterate, while in the canneries 5.4 per cent of the native white, 45.2 per cent of the foreign born, and 20.5 per cent of the negro women admitted inability to read any language. The higher proportion of illiteracy in the canneries among both the native and the foreign born is noticeable, but it must not be overlooked that the immigrant women

<sup>3</sup> U. S. Bureau of the Census. Fourteenth census: 1920. v. 3, Population, 1920. p. 172, Table 9.

<sup>4</sup> *Ibid.*, p. 170, Table 4.

working in the canneries were not Delaware residents but migrant help brought into the State for the canning season.

### Age.

A study of the distribution of working women by age groups serves to refute the worn but deep-seated tradition that women are merely transitory wage earners for a short period before marriage. Young women may not expect to remain breadwinners for many years, but comparatively large numbers do so. Although home making does occupy some women during all or most of their possible wage-earning period, many, both married and single, must for many years provide for themselves and aid in the support of others from their earnings. From Table XIX it is evident that women of all ages were employed in Delaware industries. While a majority of the women were young, almost 30 per cent (28.9) being under 20 years of age, there was a quite general distribution in other age groups, with about one-half (48.7 per cent) in the groups of 20 but under 40 and a little more than one-fifth (22.4 per cent) in the divisions of 40 years and over.

Certain industries draw especially upon the younger groups for their labor supply, while others have a preponderant number of the older. Young women tend to be found in industries which demand speed and dexterity of motion, and they also predominate in the 5-and-10-cent stores. Delaware figures show the largest number of young women workers in the following groups:

Industry	Per cent of women under 20 years of age	Per cent of women under 25 years of age
5-and-10-cent stores .....	56.0	90.5
Cigars .....	53.1	75.8
Hosiery and knit goods.....	51.6	66.3
Laundries.....	50.9	67.1

One-half or more of the women were 30 years of age or over in the following industries:

Industry	Per cent of women 30 years of age and over
Canneries (white women) .....	59.0
Food products.....	165.3
Leather.....	50.5

<sup>1</sup>Figures for the food industry are greatly affected by the number of women 60 years of age and over employed by one firm.

In clothing, textiles other than hosiery and knit goods, and general mercantile, the other industries employing women in considerable

numbers, one-half or more of the women were in the classifications 20 and under 40 years of age.

Negro women were employed extensively only in canning, and a comparison of their ages with those of white women employed in this industry makes it apparent that more young negro than young white women go into the canneries, for 42.8 per cent of the negroes were under 25 years of age as compared with 32.7 per cent of the white women in this group.

Low wages often are attributed to the youth of the workers; yet, even in industries which have a large proportion of mature women, there is no parallelism in the rise of the age and the wage curves. According to Table XIV, which has already been discussed in the wage section, there is a gradual increase in earnings with the age of the worker up to 40 and then a decline. Comparing the median wage of the group 30 and under 40 years of age and that of the youngest group, those 16 and under 18, the increase is only about 35 per cent, which can hardly be considered rapid wage progression, especially in light of most initial wages.

#### Conjugal condition.

For a large number of women marriage means not the abandonment of their jobs but—because of the low wages, illness, death, or desertion of the husband—increased responsibilities. More than 600 of the married women working in the factories and stores of Delaware and reporting on this inquiry had never been engaged in work outside the home until after marriage. Of the 3,255 white women reporting marital status, the following percentages from Table XX show that almost one-half the number were or had been married.

Conjugal condition	Per cent of women
Single	53.7
Married	33.6
Widowed, separated, or divorced	12.6

The proportions of married and single women in the different industries varied in much the same way as did the age distribution. Wherever there were preponderant numbers of young women, there were large proportions of single women. In the 5-and-10-cent stores, textile mills, cigar factories, and general mercantile establishments, 70 per cent or more of the women were unmarried. In the proportion of unmarried women the peak point was 88.1 per cent in the 5-and-10-cent stores, and in the proportion of women married or widowed, by whatever means, the peak was 75 per cent in the canneries. One-half or more of the women in the following industries were or had been married:

Industry	Per cent of women who were or had been married
Canneries (white women) -----	75.0
Food products -----	60.3
Wood products -----	58.7
Clothing -----	56.3
Leather -----	55.8

### Living condition.

Women are less mobile than men as industrial workers and more inclined to seek employment in their home locality and remain with their families. Of 3,254 white women from whom information in regard to living condition was obtained, 92.3 per cent were living with relatives, leaving only 7.7 per cent living independently. (Table XXI.) A correlation of industry and living condition has little significance, except that it brings out the fact that where there are large numbers of young women employed, only a very small percentage are living apart from their families; for example, in the 5-and-10-cent stores only 1.2 per cent and in the cigar industry 3.1 per cent were recorded as living independently. The large proportion of women employed in hotels and restaurants who were living independently is due to the custom in some of the firms of providing room and board as a part of the worker's remuneration.

One of the anomalies that continue to persist in reference to women's economic position is the idea that since the vast majority of women live at home they have cheap maintenance and few responsibilities. As it is customary to assume that men have dependents to support, it is too general a rule to suppose that women have only their own wants and exigencies to provide for if even these are not subsidized by their families. The argument that women who live at home do not need as much as those who live independently is difficult to substantiate with facts, but facts have been gathered in other studies which present proof that living with one's family may entail heavy responsibilities and sacrifices. Education is cut short and recreation foregone on the part of large numbers of women to help provide for the needs of the family group. In many cases the amounts contributed to the family's expenses by women, both married and single, living at home, are more than the costs of board and room to the woman living independently. In the general study of employed women in Delaware no attempt was made to discover the amounts contributed by the women to their families or the reasons for working, but other facts were obtained which serve as indicators of the economic burdens borne by many wage-earning women in the State.

**FAMILY RELATIONSHIP AND RESPONSIBILITIES****Chief source of family support.**

In a family group with several wage earners it is often difficult to assign to one person the responsibility of being the chief wage earner, for the earnings are really joint interdependent contributions, the chief source of which varies from time to time. Although it is not unusual for a woman to be the chief and sometimes the sole support of the family, most women share with others the financial burdens of the group. Of the families represented by the women interviewed in the regular industries, 31.5 per cent were maintained primarily by the earnings of the women living in the group. About 16 per cent (15.9) of the women reported that they were living in families in which a group of related women were supporting the household. In almost one-fourth (24.8 per cent) of the families covered by the survey the worker scheduled was the principal breadwinner. Of this last group of women, more than one-half (54.6 per cent) were single, about one-sixteenth (6.4 per cent) were married, and approximately two-fifths (39 per cent) were widowed, separated, or divorced. The large number of single women in this classification is especially noteworthy. Again and again young girls, particularly in the leather and cigar trades, insisted that their earnings were the basic supply for the family expenses. About three-fourths (74.8 per cent) of the women with broken marital relationship were the chief wage earners in their households; this was the largest proportion of women relatively, and it is a generally conceded fact that where illness, death, or an unsuccessful marriage has made the wife the family's mainstay she usually clings tenaciously to her job. Most of the married women (85.6 per cent) reported that their husbands were the chief breadwinners in their homes, but this does not mean that the wife's earnings were not economically important. Fathers were named in this category by about one-third (32.4 per cent) of all the women and by about one-half (50.5 per cent) of those who were single.

The number of women employed in canneries who were the chief providers for their families is much smaller proportionally. The rural counties of the State offer few opportunities for women workers other than the seasonal work in canneries. Women who must depend entirely on their own earnings usually are forced to leave their home localities. Less than 10 per cent (9.5) of all the women in the canneries named themselves as the chief wage earners. Male relatives were given as the chief providers by 83.1 per cent of the women in canneries, as compared with 59.9 per cent in the regular industries.

**Occupation of chief wage earner.**

Further unpublished tabulations show the occupations of the chief wage earners in the families studied. The indefinite answers of many

women in regard to the trades and occupations of their husbands and fathers made it impossible to obtain comparable data. From the assembled information, however, transportation, leather work, agriculture, and trade stand out as the occupations of a majority of the male relatives who served as chief breadwinners.

Occasionally the woman being interviewed offered the comment that the person normally the chief wage earner was at the time out of work. Seventy cases were recorded where illness or unemployment had removed from male relatives the responsibility of family support; 46 of these were qualified by the statement that the unemployment was of short duration, and these were counted as wage earners in the tables. Women reported as chief wage earners were employed in numbers of more than 100 in the following groups:

Industry	Number of women who were chief wage earners
Textiles .....	191
Trade .....	167
Tobacco .....	160
Clothing .....	146
Leather .....	129
Domestic and personal service .....	120

Only two occupations, farming and transportation, were reported as the source of earnings for male relatives by any appreciable number of women employed in canning. Of the women who themselves were the chief wage earners, the seasonal work in the fields and canneries was the principal occupation of about four-fifths. Most of these women probably added to their earnings throughout the year by irregular jobs on neighboring farms, home sewing, domestic service, or taking in roomers and boarders.

#### Number of wage earners and size of family.

To get another aspect of the family status of the women covered by the survey, information was compiled to show the size of families correlated with the number and sex of the wage earners. According to such unpublished data, most of the families represented were small, as about one-half (51.7 per cent) of the women reporting were living in families made up of two, three, and four members, and were almost evenly distributed in these groups. However, there was a considerable number of large families represented, as 23.1 per cent of the women were living in households of seven or more persons.

The amount of a family's income is, to some extent at least, affected by the number of persons who have contributed. For all families the

average number of wage earners was 2.5 per family; families with seven or more members averaged three or more wage earners. Considering the number of persons to each wage earner, the data show that the average was 1.9 for all families, varying from 1.1 in families of 2 members to 3 in the families of 10 or more members. The total number of female wage earners is greater than the number of male, due to the interviews being obtained entirely from women, and this accounts also for the entire absence of any families in which men were the sole earners. The number of women who were the sole support of their family group constituted 3.8 per cent of the total of women reporting on the subject. It is worth noting that of the families in which a woman was the only wage earner, 30 had 4 members, 14 had 5, 9 had 6, 2 had 7, 2 had 8, and 1 had 9 members. Another feature deserving comment is that in many families every member who is able to work does so; for example, there were 192 families of three members, 100 of 4, and 25 of 5, all of whom were wage earners.

The size and make-up of the families of 705 white women interviewed in the canneries also were tabulated. The families of these women tended to be less than those of the women in the regular industries, as 61.4 per cent of the women reported that they were living in families of from 2 to 4 members, and 13.4 per cent had 7 or more members. Along with the smaller families goes a slightly larger average number of wage earners to a family (2.6 wage earners per family) and lower average number of persons to each worker (1.7 persons to each wage earner).

What proportion of these families were children? In the regular industries, 70.5 per cent of the persons represented were 16 years of age or over, 22 per cent were 6 and under 16, and 7.5 per cent were under 6 years. Among the families having women employed in the canneries, the proportion of children was a little higher in spite of the fact that the average family was smaller than in the nonseasonal industries. Adults—persons 16 years and over—made up 65.5 per cent of the families recorded, children 6 to 16 constituted 24.3 per cent, and children under 6 were 10.2 per cent.

In many cases the composition of the migrant family in a cannery camp differed from that of the family as it lived in the home locality. The real family unit has been included in the figures for the 705 white women working in canneries, and a separate tabulation has been made of the age composition of the cannery camp group. Schedules representative of migrant families were filled out for 166 women. The chief factor of interest in their tabulation is the larger proportion of children shown for these women, 47.3 per cent of the members of migrant families, as against 34.5 per cent of the cannery families when at home, being under 16 years of age. Husbands and older children who have regular employment usually can not

leave home when the wives and younger children go to the canneries. If the season is good, children old enough to peel tomatoes or help around the cannery generally can find work. The percentage of children under 6 (18.1) indicates the need of a caretaker at the cannery to be responsible for the young children while the mothers are at work.

### INDUSTRIAL HISTORY

Are women a lot of restless job seekers, drifting from plant to plant during a comparatively short wage-earning period? Whenever the industrial histories of a group of women are examined they prove such an idea to be merely another of the fallacies connected with women and their employment. Statistics disclosing length of service in industry and the stability of women as workers all bear out the generalization that the majority of wage-earning women stick to their jobs. The work histories of the women employed in the Delaware canneries can not be considered typical of nor comparable to those of regular factory workers, as the majority of the cannery women had never engaged in anything but seasonal work and in many respects were casual workers.

#### **Length of service in industry.**

Nine of the women interviewed in Delaware had been gainfully employed for more than 40 years; one of them, aged 67, had begun to work at 11 years of age, and she estimated that she had worked 52 of the 56 years over which her working life was spread. Though such cases are not representative of the bulk of wage earners, they add to the hypothesis that women are not transitory workers. In one of the compilations of the industrial histories the over-all and the actual years worked have been analyzed. The over-all working period is considered as the interval from the worker's first job until the time of the study; for example, in the case of the woman just mentioned there was an over-all of 56 years and an actual working span of 52 years. One naturally expects to find a marked deviation between over-all and actual working years, due to time lost through unemployment, illness, or home duties. As an illustration of the deviation between over-all and actual working years, there may be taken the group of 164 women reporting an over-all of 4 and under 5 years in industry. For 45.1 per cent of these women the over-all and actual time apparently were equal; 35.4 per cent had worked 3 and under 4 years, and 14 per cent had worked 2 and under 3 years. Altogether these three groups account for approximately 95 per cent of the women in this class, those with an actual working period of less than 2 years constituting only 5.5 per cent. In the groups with an over-all of 10 years or more, there are very small proportions who actually worked less than 5 years. In fact, of all the women employed in the regular industries who reported on time worked, almost one-half (45.6 per cent) had worked 5 years or more.

With the numerous canneries in Delaware it might reasonably be expected that fairly large numbers of women would have been engaged in both regular and seasonal work. However, the numbers who had actually worked in both were surprisingly small. Of the women in industries other than canneries, 137 of those interviewed reported seasonal work as a part of their occupational histories, while of those interviewed in the canneries, 357 included experience in industries other than canneries as part of their working life. This constitutes in all about 15 per cent of the women covered by the survey. In general, with a long period of years in regular work the number of seasons spent in canneries was small, and vice versa. Seasonal workers are a distinct group, and it is not customary for regular workers to leave their jobs to go into the canneries.

More than one-half (51.3 per cent) of the cannery workers who reported their over-all working period had industrial histories recording only seasonal work. Of these women, 38.3 per cent, nearly two-fifths, had worked at canning, off and on, for an over-all period of 10 years or more. The actual number of seasons worked by most of the women was not great; 37.9 per cent had worked 1 or 2 seasons and 22.9 per cent had worked 10 seasons or more. It was impracticable to attempt to estimate the time worked in units other than seasons, as hours or days worked are not generally recorded; in fact, all employment arrangements in canneries are quite informal, depending primarily on the abundance of the crops. Though most of the women are irregular workers, large numbers of them undoubtedly look forward to the canning season as an opportunity to supplement the family income.

#### Age at beginning work.

Closely allied to the over-all working period is the age at which the women began to work. The following table summarizes unpublished figures on age at beginning work:

TABLE 22.—Age at beginning work—regular industries and canneries

Age at beginning work	Per cent of women		
	Regular industries	Canneries	
		White	Negro
Under 14 years			
14 and under 16 years	4.5	13.0	49.3
16 and under 18 years	28.8	17.9	25.6
18 and under 20 years	35.8	20.8	15.3
20 and under 25 years	10.2	9.8	4.4
25 and under 30 years	9.1	9.0	3.5
30 and under 35 years	3.0	5.7	1.1
35 and under 40 years	4.8	12.0	.8
40 and under 50 years	2.6	7.0	
50 and under 60 years	.9	3.4	
60 years and over	.2	1.4	

These figures show that the majority of the women began to work for wages at an early age. The large proportion who began to work before 16 is significant—33.3 per cent of the women in the regular industries, and 30.9 per cent of the white women and 74.9 per cent of the negro women in canneries. The large percentage of the negro cannery workers beginning when young probably is due to the fact that there are many tasks on the farms and in the canneries for which children can be used during the rush seasons. Approximately four-fifths of the women in the regular industries and three-fifths of the white women and 95 per cent of the negro women in the canneries had been employed by the age of 20. Occasionally women do not enter gainful employment until middle age. In the regular industries 94 women, or 3.8 per cent, and of the white women in canneries a much larger proportion, 11.7 per cent, began their industrial occupations at the age of 40 or over. For all white women, regardless of present age, the period between 16 and 18 years was the one most common for beginning work. In the regular industries a larger proportion of the women 30 or more years of age than of those not yet 30 at the time of the survey reported having begun work before they were 14. In the canneries the opposite was true.

If women are forced by economic necessity to enter industry at an early age, they are apt to accept the first available job, often one which requires little or no skill and which gives little in the way of training or opportunities for advancement. Furthermore, in many cases beginning work early means that the worker will have, in her lack of education, a perpetual handicap to her progress and social well-being.

#### **First job and length of service therein.**

Vocational guidance and placement of beginning workers has been urged in academic circles, but so far it has not materially affected the mass of industrial workers. Do women seeking employment for the first time select jobs which afford training in trades and may develop natural aptitudes, or are they driven, by the need of money, to take the first employment offered? Do women stick to their first jobs?

No attempt was made in the present survey to find why or how the worker's first job was obtained, but the length of service in the first job and the industry in which the worker was first employed were recorded. The following are the figures for the regular industries,

the details being the industries in which 100 or more white women had their initial occupations:

TABLE 23.—*Length of service in first job, by industry*

Industry where first employed	Women reporting		Per cent of women who worked at their first jobs—			
	Number	Per cent	Under 6 months	6 months and under 1 year	3 years and over	5 years and over
All industries .....	12,364	100.0	16.2	10.2	40.8	26.0
Textiles .....	419	17.7	17.2	11.0	35.3	21.5
Trade .....	374	15.8	21.9	12.6	35.8	22.5
Tobacco .....	336	14.2	15.8	7.4	39.0	21.4
Clothing .....	276	11.7	12.3	8.0	43.8	21.4
Leather .....	190	8.0	6.8	7.4	60.0	42.6
Laundries .....	116	4.9	29.3	12.9	26.7	15.5
Food products .....	101	4.3	21.8	5.9	50.5	42.6

<sup>1</sup> Total includes industry groups, not tabulated separately, in which less than 100 women appeared.

From these figures it is apparent that, for all industries, only a little more than one-fourth of the women reporting remained less than a year in their first jobs, indicating that for most women their first work is a serious wage-earning proposition, not a trial job. Relatively more workers who began in the leather industry than in any other remained in the same line of work for three years or more. The highest turnover of beginning workers appears to have been in laundries, trade, and food manufacturing. On the whole, it would seem that the first job is fairly important in determining the kind of work which a woman will follow in her wage-earning life.

About two-thirds of the women in the canneries earned their first wages in canning or other seasonal work, and of those who began working in other industries 29.7 per cent worked in clothing manufacturing, 7.8 per cent in dressmaking or tailoring, 6.8 per cent in tobacco manufacturing, 5 per cent in textile manufacturing, and 5 per cent in trade. The smallness of the various groups lessens the significance of the numerical distribution, but of the whole group almost 50 per cent had remained for 3 or more years in their first jobs, 1 in 12 remaining there 15 or 20 years.

#### Time in the trade.

How long had the women been engaged in the industries in which they were working at the time of the interview? A general summary of time in the trade follows:

Time in the trade	Per cent of women	Time in the trade	Per cent of women
Under 6 months .....	10.4	4 and under 5 years .....	7.5
6 months and under 1 year .....	7.9	5 and under 10 years .....	20.4
1 and under 2 years .....	16.6	10 and under 15 years .....	6.7
2 and under 3 years .....	12.9	15 and under 20 years .....	3.7
3 and under 4 years .....	8.3	20 years and over .....	5.6

Combining these figures into other groups, it is disclosed that only 18.3 per cent had been in the trade less than one year, which is more significant when one remembers that in this group are a considerable number of young women in industry for the first time. More than one-half (52.2 per cent) had been employed for 3 or more years, 36.4 per cent had been employed for 5 years or more, and 16 per cent for 10 years or more. By considering the industries which included at least 75 women and combining the numbers related to years of experience into larger groups, the following table is obtained:

TABLE 24.—*Time in the trade, by industry*

Industry	Number of women reporting	Per cent of women who had been in the trade—			
		Under 1 year	3 years and over	5 years and over	10 years and over
All industries.....	12,504	18.3	52.2	36.4	16.0
Manufacturing:					
Cigars.....	357	14.6	55.2	31.4	8.4
Clothing.....	389	16.2	48.8	28.8	10.0
Food products.....	148	15.5	66.9	60.8	55.4
Leather (tanning).....	212	7.1	74.1	61.8	29.2
Hosiery and knit goods.....	94	11.7	50.0	39.4	12.8
Other textiles.....	268	10.4	54.9	36.6	16.4
General mercantile.....	309	19.7	55.3	44.7	24.6
5-and-10-cent stores.....	84	42.9	22.6	7.1	-----
Laundries.....	173	43.9	31.2	20.8	8.7

<sup>1</sup> Total includes four industry groups not tabulated separately since none showed as many as 75 women.

The 5-and-10-cent stores, laundries, and cigar factories rank the lowest in the proportions of women who remain in the industry.

Do the women return season after season to work in the canneries? The following figures show the proportions of white and negro women having varying degrees of experience in the trade:

Number of seasons worked in canneries	Per cent of women	
	White	Negro
1	19.9	14.8
2	23.8	16.4
3 and over	56.3	68.9
5 and over	37.9	44.5
10 and over	19.9	24.1

These facts indicate that many women, the negro even more than the white, do report season after season for work in the canneries.

Other tabulations, unpublished, were prepared to show the length of service in the industries in which the women had been employed the longest. Of the 2,324 women who were used as a base in this compilation, 1,324 had been employed in only one regular industry; 995 of these were distributed in the various manufacturing industries,

246 in trade, 63 in laundries, and 20 in personal service. By omitting industries in which fewer than 100 women were represented, these data were arranged in practically the same form as those showing time in the present industry. They are presented in the accompanying table:

TABLE 25.—*Length of service of women having had employment in only one regular industry, by industry*

Industry	Number of women reporting	Per cent of women who had worked in only one regular industry—		
		3 years and over	5 years and over	10 years and over
All industries .....	11,324	57.3	42.0	19.7
Trade.....	246	54.5	43.5	22.0
Tobacco.....	243	59.3	34.6	9.1
Textiles.....	212	54.7	38.2	20.8
Clothing.....	180	53.3	35.6	15.0
Leather.....	127	80.3	70.1	34.5

<sup>1</sup>Total includes industry groups, not tabulated separately, in which less than 100 women appeared.

Comparing these figures with those on time in the present industry, the same general tendencies are apparent. The average length of time is somewhat higher, due to the fact that these women had spent all their time in a single industry. The tendency of workers in tobacco manufacturing to drop out of the industry before the 10-year period is reached is again brought out, while leather and textile manufacturing and trade keep relatively large proportions of their workers more than 10 years.

For the remaining 1,000 women, who had been employed in two or more industries, the following is a table of the time worked in the major industry; that is, the one for which the longest period of employment was recorded:

TABLE 26.—*Length of service in major industry of women having had employment in two or more, by industry*

Major industry	Number of women reporting	Per cent of women who had worked in the major of two or more industries—		
		3 years and over	5 years and over	10 years and over
All industries .....	1,000	69.5	50.3	22.4
Trade.....	117	70.1	45.3	19.7
Tobacco.....	130	65.4	37.7	10.8
Textiles.....	183	65.0	48.1	19.7
Clothing.....	98	66.3	39.8	16.3
Leather.....	98	85.7	65.3	32.7

The only essentially new aspect brought out by the figures in this table is that the period spent in the major industry by women who

had worked in more than one is higher than the percentages for the workers represented in the two tables immediately preceding.

### Number of industries engaged in.

Do women change about from industry to industry? From a study of the regular, irregular, and seasonal jobs which had been held by women employed at the time of the survey in the regular industries, it was found that 94 per cent had had only regular jobs. Their distribution from the standpoint of the number of industries in which employment had been experienced was as follows:

Number of industries engaged in	Per cent of women
1	52.4
2	29.7
3	9.2
4	2.1
5 and over	.7

It is of interest to note that those who had worked in more than two industries made up only about 12 per cent of the group. With increasing over-all periods the proportion employed in more than a single industry increases slightly, but even with the long over-all one-third or more of the women were in the single-industry group.

As already noted, of the cannery workers interviewed, 51.3 per cent had worked only in seasonal occupations; of the remainder approximately two-thirds (63.8 per cent) had been employed in seasonal work and one regular industry.

### Time with the employing firm.

Narrowing still further the field of the stability of the worker, how long had the women worked for the firm by which employed at the time of the survey? How many had shifted about from plant to plant within a given industry? Summary figures are as follows:

Time with the firm	Per cent of women	Time with the firm	Per cent of women
Under 6 months.....	14.8	4 and under 5 years.....	6.5
6 months and under 1 year..	10.1	5 and under 10 years.....	16.1
1 and under 2 years.....	18.8	10 and under 15 years.....	5.0
2 and under 3 years.....	13.1	15 and under 20 years.....	2.2
3 and under 4 years.....	9.8	20 years and over.....	3.5

When compared with the tabulation of time in the trade, these figures show a certain amount of turnover of the workers, but it is significant that three-fourths (75.2 per cent) of the women had been

with the firm in which found more than a year. Additional figures in a form similar to the tabulation of time in the trade are here presented, only industries employing representative numbers of women being included.

TABLE 27.—*Time with the employing firm, by industry*

Industry	Number of women reporting	Per cent of women who had been with employing firm—			
		Under 1 year	3 years and over	5 years and over	10 years and over
All industries .....	12,507	24.9	43.2	26.8	10.7
Manufacturing:					
Cigars.....	359	22.6	39.3	12.8	3.1
Clothing.....	389	13.8	41.9	21.9	6.9
Food products.....	148	17.6	64.2	60.1	255.4
Leather (tanning).....	212	18.4	48.1	33.0	9.0
Hosiery and knit goods.....	95	21.1	42.1	21.1	5.3
Other textiles.....	268	11.6	49.6	32.1	13.4
General mercantile.....	309	35.0	44.3	33.7	14.2
5-and-10-cent stores.....	84	60.7	14.3	4.8	.....
Laundries.....	173	53.2	22.0	12.1	3.5

<sup>1</sup>Total includes four industry groups not tabulated separately since none showed as many as 75 women.

<sup>2</sup>All figures of the stability of women workers in food are determined in their tendencies by one firm in which conditions were unusually good.

Tenure of employment with the firm means very little in seasonal work. If there are several canneries in a community the women may work in more than one during the season, while if there is only the one cannery there is no choice. The records of the women brought out that about seven-tenths (71.4 per cent) of both white and negro women had worked in the cannery in which they were then employed less than three seasons.

#### Number of jobs held during preceding year.

Considering the year preceding the time of the interview, how many of the women had been employed in more than one plant? Figures showing the age of the worker and the number of jobs held in the past year are here presented:

TABLE 28.—*Number of jobs held during the year, by age group—regular industries*

Age group	Number of women reporting	Per cent of women who had had during the year—		
		One job	Two jobs	Three jobs
16 and under 18 years.....	396	82.1	16.9	0.8
18 and under 20 years.....	425	89.9	10.1	.....
20 and under 25 years.....	551	95.6	4.0	.4
25 and under 30 years.....	277	95.3	4.3	.4
30 and under 40 years.....	427	97.2	2.8	.....
40 and under 50 years.....	224	97.8	2.2	.....
50 and under 60 years.....	123	98.4	.8	.8
60 years and over.....	85	100.0	.....	.....

The increasing stability with increasing age is brought out clearly. The low turnover on the part of practically all the women may be caused partly by the amount of unemployment and the low ebb of production in many industries, so that women probably clung to their jobs with more than usual solicitude.

Employment relations in seasonal work are so informal and the duration of the various jobs is so short that a much higher ratio of workers holding more than one job may be expected. In the figures following, it is interesting to notice that the age of the worker was not so significant in regard to the number of jobs held as it was with the regular industries.

TABLE 29.—*Number of jobs held during the year, by age group—canneries*

Age group	Number of women reporting		Per cent of women who had had during the year—					
			One job		Two jobs		Three jobs	
	White	Negro	White	Negro	White	Negro	White	Negro
16 and under 18 years.....	76	50	51.3	48.0	42.1	48.0	6.6	4.0
18 and under 20 years.....	63	53	54.0	32.1	36.5	58.5	9.5	9.4
20 and under 25 years.....	101	80	71.3	41.3	22.8	53.8	5.9	5.0
25 and under 30 years.....	61	65	67.2	26.2	23.0	66.2	9.8	7.7
30 and under 40 years.....	146	79	72.6	20.3	23.3	64.6	4.1	13.9
40 and under 50 years.....	143	63	66.4	30.2	30.8	60.3	2.1	9.5
50 and under 60 years.....	85	26	67.1	42.3	29.4	57.7	3.5	.....
60 years and over.....	57	12	66.7	16.7	24.6	75.0	8.8	8.3

### Jobs before and after marriage.

When women return to industrial work after marriage, do they find employment in the same general lines of work as before? In the following table, analyzing the work of married women, there is apparent a decided tendency of the women to continue in the same kind of work.

TABLE 30.—*Work of women before and after marriage, by employment at time of survey*

Employment at time of survey	Number of women reporting	Number of women who had had—		
		No employment before marriage	Same work before marriage	Different work before marriage
Total.....	11,452	2,610	3,675	167
Per cent distribution.....	100.0	42.0	46.5	11.5
Manufacturing.....	759	280	417	62
Canneries.....	522	278	171	73
Domestic and personal.....	72	20	38	14
Trade.....	99	32	49	18

<sup>1</sup> Negro women not included.

<sup>2</sup> Work done in foreign countries not included.

<sup>3</sup> In 258 cases women had had 2 or more (perhaps several) kinds of employment, before or after marriage, but at some time before marriage had engaged in present employment.

Of the 1,452 married women reporting on their industrial experience, 610 (42 per cent) had not been gainfully employed before marriage and 167 (11.5 per cent) had work after marriage entirely different from that before—for example, a single woman working in a cigar factory might be employed as a saleswoman after marriage. Unpublished figures show that the 675 doing the same work as when single were distributed as follows: Four hundred and seventeen had been employed at one job both before and after marriage, 24 had worked in two jobs but reported the same occupation before and after marriage, and the remaining 234 had worked in two or more general lines of industry before and after marriage, with one or more of their jobs the same in both periods.

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## APPENDIXES

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**APPENDIX A—General Tables**

**APPENDIX B—Schedule Forms**

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APPENDICES

APPENDIX A—General Tables  
APPENDIX B—Schedule Forms

## APPENDIX A

TABLE I.—Scheduled Saturday hours, by industry

Industry	Number reported		Number of establishments and number of women whose scheduled Saturday hours were—																			
			None		3 and under 4		4 and under 5		5 and under 6		7 and under 8		8 and under 9		9 and under 10		10 and under 11		11 and under 12		12 and over	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries .....	197	2,995	5	243	1	2	22	935	30	1,270	2	45	5	189	7	108	12	169	11	17	10	17
Per cent distribution of women .....		100.0		8.1		0.1		31.2		42.4		1.5		6.3		3.6		5.6		0.6		0.6
<b>Manufacturing:</b>																						
Cigars .....	4	453					2	6	2	447												
Clothing .....	12	491	1	19			2	396	3	76												
Food products .....	6	168			1	2	2	47	2	26				1	93							
Leather (tanning) .....	6	258					1	36	1	222												
Paper and paper products .....	3	50	1	11				2	2	39												
Pulp and hard-fiber products .....	4	64					2	37	2	27												
Textiles—																						
Hosiery and knit goods .....	4	124	1	61				1	211	4	153											
Other .....	5	364					1	9	2	47												
Wood products .....	3	56																				
Miscellaneous .....	7	319	2	152			3	131	2	36												
General mercantile .....	131	353									2	45	4	188	4	9	18	77	11	17	10	17
5-and-10-cent stores .....	7	99										1	1	2	6	4	92					
Laundries .....	5	196					2	62	3	134												

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

<sup>2</sup> Includes an establishment in which one woman alternated 7½ and 11½ hours.

<sup>3</sup> Includes an establishment in which one woman alternated 10½ and 11½ hours.

TABLE II.—Length of lunch period, by industry

Industry	Number reported		Number of establishments and number of women whose lunch period was—											
			30 minutes		Over 30 and under 45 minutes		45 minutes		Over 45 minutes and under 1 hour		1 hour		Over 1 hour	
	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All industries.....	195	2,992	21	588	3	65	14	1,247	1	27	243	990	14	75
Per cent distribution of women .....		100.0		19.7		2.2		41.7		0.9		33.1		2.5
<b>Manufacturing:</b>														
Cigars.....	4	453					2	447			2	6		
Clothing.....	12	491	2	52			1	149			9	290		
Food products.....	6	168	4	61			1	14			1	93		
Leather (tanning).....	6	258	2	17			3	172			1	69		
Paper and paper products.....	3	50	1	12			1	11	1	27				
Pulp and hard-fiber products.....	4	64	2	49	2	15								
Textiles—														
Hosiery and knit goods.....	4	124	2	47			2	77						
Other.....	5	364	2	124			3	240						
Wood products.....	3	56									3	56		
Miscellaneous.....	7	319	2	36	1	50	1	137			2	93	1	3
General mercantile.....	29	350									17	278	13	72
5-and-10-cent stores.....	7	99									27	99		
Laundries.....	5	196	4	190							1	6		

<sup>1</sup>Details aggregate more than total because one establishment appears in more than one hour group. Total excludes an establishment with one woman having no lunch period off duty and an establishment with two women alternating a long shift broken by 5½ hours and work only after noon.

<sup>2</sup>Includes an establishment with five women having 1¼ hours on Saturday and an establishment with 14 women having 2 hours on Saturday.

<sup>3</sup>Includes an establishment with three women having lunch periods varying from 1 to 2½ hours and an establishment with one woman having a 1-hour lunch period on Tuesday and Thursday and 2½ hours on other days.

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

Industry	Number of women for whom hours worked were reported	Number and per cent of women who worked less than scheduled hours		Number of women who worked less than scheduled hours to the extent of—										
		Number	Per cent	Under 1 hour	1 and under 2 hours	2 and under 3 hours	3 and under 4 hours	4 and under 5 hours	5 and under 10 hours	10 and under 15 hours	15 and under 20 hours	20 and under 25 hours	25 and under 30 hours	30 hours and over
All industries.....	1,584	983	62.1	24	36	31	8	36	189	278	69	170	53	89
Per cent distribution of women who lost time.....		100.0		2.4	3.7	3.2	0.8	3.7	19.2	28.3	7.0	17.3	5.4	9.1
<b>Manufacturing:</b>														
Cigars.....	9	3	33.3						2					1
Clothing.....	272	250	91.9	4	1	13	3	16	57	43	17	33	30	33
Food products.....	167	77	46.1		1		1	4	19	4	4	28	6	10
Leather (tanning).....	179	83	46.4	8	17	4		5	33	4	5	2		5
Paper and paper products.....	24	16	66.7			4			1	9	1			1
Pulp and hard-fiber products.....	64	41	64.1	6	1	1		1	16	11	3	1		1
Textiles—														
Hosiery and knit goods.....	123	64	52.0		2		1	2	27	16	8	1	2	5
Other.....	364	319	87.6			7		2	10	156	21	90	9	24
Wood products.....	43	27	62.8		4		3	2	9	5	1	2	1	
Miscellaneous.....	173	68	39.3	4	3	1		1	12	21	7	10	4	5
General mercantile.....	333													
Laundries.....	133	35	26.3	2	7	1		3	3	9	2	3	1	4

<sup>1</sup>For the great majority of salespeople, time worked was reported in days.

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

Industry	Number of women for whom hours worked were reported	Number and per cent of women who worked more than scheduled hours		Number of women who worked more than scheduled hours to the extent of—				
		Number	Per cent	Under 1 hour	1 and under 2 hours	2 and under 3 hours	3 and under 4 hours	4 and under 5 hours
All industries.....	1,584	63	4.0	18	30	5	7	3
Per cent distribution of women who worked overtime.....		100.0		28.6	47.6	7.9	11.1	4.8
<b>Manufacturing:</b>								
Cigars.....	9	6	66.7		6			
Clothing.....	272	2	.7	2				
Food products.....	167	22	13.2	1	6	5	7	3
Leather (tanning).....	179	9	5.0		9			
Paper and paper products.....	24	6	25.0	6				
Pulp and hard-fiber products.....	64	18	28.1	9	9			
Textiles—								
Hosiery and knit goods.....	123							
Other.....	364							
Wood products.....	43							
Miscellaneous.....	173							
General mercantile.....	133							
Laundries.....	133							

<sup>1</sup> For the great majority of salespeople, time worked was reported in days.

TABLE V.—*Week's earnings of white women, by industry*

Week's earnings	Number of women earning each specified amount in—													
	All industries	The manufacture of—										General mercantile	5-and-10-cent stores	Laundries
		Cigars	Clothing	Food products	Leather (tanning)	Paper and paper products	Pulp and hard-fiber products	Textiles		Wood products	Miscellaneous			
							Hosiery and knit goods	Other						
Total .....	2,995	453	491	168	258	50	64	124	364	56	319	353	99	196
Median earnings .....	\$11.05	\$16.40	\$8.10	\$12.00	\$15.50	\$14.40	\$10.60	\$11.15	\$9.80	\$9.05	\$11.95	\$11.70	\$9.75	\$9.35
Under \$1 .....	4		3						1					
\$1 and under \$2 .....	23	1	11	2			1	1	1		1	1	2	2
\$2 and under \$3 .....	24	1	16	2				2	2		7			2
\$3 and under \$4 .....	60	3	34	1	1	1		3	4		1		1	5
\$4 and under \$5 .....	72	1	50	1				1	8		3		1	5
\$5 and under \$6 .....	87	5	47	2		1		3	16		2	3	2	5
\$6 and under \$7 .....	135	9	40	3	3		2	6	29	7	12	12	3	9
\$7 and under \$8 .....	166	9	41	10	4		2	4	34	7	18	11	10	16
\$8 and under \$9 .....	288	37	34	13	8	1	14	10	57	10	33	14	14	43
\$9 and under \$10 .....	291	24	42	10	4	3	6	14	38	17	28	51	22	32
\$10 and under \$11 .....	334	19	47	30	14	1	12	18	38	7	36	71	22	19
\$11 and under \$12 .....	213	23	34	10	15	2	5	13	31	5	19	20	13	23
\$12 and under \$13 .....	206	19	20	7	10	4	3	15	24		26	60	4	14
\$13 and under \$14 .....	158	20	21	7	25	9	2	8	20		18	17	3	7
\$14 and under \$15 .....	132	24	14	3	30	8	4	8	11		14	12		3
\$15 and under \$16 .....	190	19	7	13	29	10	2	9	12		45	41		3
\$16 and under \$17 .....	128	32	6	7	26	2	9	5	14		17	8		2
\$17 and under \$18 .....	80	32	9	1	16	3	1	1	3		4	8	1	1
\$18 and under \$19 .....	136	27	8	46	21	3	1	4	6		8	8		4
\$19 and under \$20 .....	41	21	2		5	1		1	5		5	1		
\$20 and under \$21 .....	52	24			16				3		6	3		
\$21 and under \$22 .....	42	21	2		7	1			2		8	1		
\$22 and under \$23 .....	44	26			5				4		4	5		
\$23 and under \$24 .....	25	18			4				1		1	1		
\$24 and under \$25 .....	12	9									2			1
\$25 and under \$30 .....	43	23	2		14							4		
\$30 and under \$35 .....	7	4	1								1	1		
\$35 and under \$40 .....	2	2												

TABLE VI.—Number of timeworkers and pieceworkers

Week's earnings	Number of women earning each specified amount in—									
	All industries		The manufacture of—							
			Cigars		Clothing		Food products		Leather (tanning)	
	Time-workers	Piece-workers	Time-workers	Piece-workers	Time-workers	Piece-workers	Time-workers	Piece-workers	Time-workers	Piece-workers
Total.....	1,505	1,301	85	367	30	449	156	12	110	145
Median earnings.....	\$10.65	\$12.75	\$9.60	\$17.55	\$10.00	\$8.00	\$12.65	(1)	\$13.85	\$17.45
Under \$1.....	1	3				3				
\$1 and under \$2.....	9	13		1	2	8	2			
\$2 and under \$3.....	7	15	1		1	14	2			
\$3 and under \$4.....	19	40	2	1	3	31	1		1	
\$4 and under \$5.....	14	53		1	2	48		1		
\$5 and under \$6.....	27	52	2	1	1	46	2			
\$6 and under \$7.....	57	58	4	3		33	2			
\$7 and under \$8.....	92	60	3	5	2	36	2	1	2	1
\$8 and under \$9.....	189	70	3	6	1	39	8	2	1	3
\$9 and under \$10.....	193	76	23	14		53	11	2	5	3
\$10 and under \$11.....	219	90	13	11	3	38	9	1	3	1
\$11 and under \$12.....	127	74	10	10	3	41	27	3	10	4
\$12 and under \$13.....	130	61	1	17	3	30	10		12	3
\$13 and under \$14.....	84	70	1	17	5	14	6	1	9	
\$14 and under \$15.....	65	63	3	17		21	7		14	12
\$15 and under \$16.....	119	61	5	19	2	12	2	1	17	13
\$16 and under \$17.....	42	78	2	17		7	13		12	16
\$17 and under \$18.....	14	63	1	31	1	5	7		17	9
\$18 and under \$19.....	66	68	2	25	1	7	1		4	15
\$19 and under \$20.....	3	38	1	20		2	46			17
\$20 and under \$21.....	7	42		24						5
\$21 and under \$22.....	6	36		20					1	13
\$22 and under \$23.....	7	36	1	20		2			1	6
\$23 and under \$24.....	2	23	1	25					1	4
\$24 and under \$25.....	1	11		18						4
\$25 and under \$30.....	4	39		9						
\$30 and under \$35.....	1	6		23		2				14
\$35 and under \$40.....		2		4		1				
				2						

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



TABLE VII.—Median earnings and hours worked, by industry

Hours worked during the week	Number of women who worked each specified number of hours and their median earnings in—																							
	All industries		The manufacture of—															General mercantile		Laundries				
			Clothing		Food products		Leather (tanning)		Paper and paper products		Pulp and hard-fiber products		Textiles			Wood products						Miscellaneous		
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Hosiery and knit goods		Other		Number of women	Median earnings	Number of women	Median earnings				
Number of women													Median earnings	Number of women	Median earnings									
Total .....	11,584	\$10.60	272	\$7.20	167	\$12.05	179	\$14.75	24	\$13.40	64	\$10.60	123	\$11.10	364	\$9.80	43	\$8.85	173	\$13.95	33	\$12.55	133	\$9.30
Under 30 .....	1,282	6.20	91	4.55	17	7.10	7	(2)	2	(2)	1	(2)	18	8.50	114	7.10	2	(2)	24	9.00			5	(2)
30 and under 39 .....	334	10.20	44	7.35	30	10.40	8	(2)	9	(2)	5	(2)	37	10.55	160	10.25	2	(2)	30	12.75			3	(2)
39 and under 44 .....	166	10.20	70	8.45	8	(2)	19	11.75			10	(2)	17	13.75	17	10.90	4	(2)	17	8.85			4	(2)
44 .....	17	10.50	3	(2)	2	(2)					7	(2)							1	(2)				
Over 44 and under 48 .....	1,135	11.10	29	10.15	15	15.05	20	14.15			29	10.90	2	(2)	15	10.85	1	(2)	9	(2)				
48 .....	47	15.85									1	(2)							45	15.90	1	(2)	13	(2)
Over 48 and under 50 .....	81	10.50	19	12.10	2	(2)	9	(2)			9	(2)			2	(2)	4	(2)	2	(2)	1	(2)		
50 .....	84	12.75	7	(2)	5	(2)	8	(2)	1	(2)	1	(2)			4	(2)	15	9.30	33	16.15	1	(2)	33	9.30
Over 50 and under 52 .....	146	14.45	4	(2)	15	11.40	104	15.75	4	(2)			2	(2)	11	(2)					5	(2)		
52 .....	23	10.40	3	(2)	16	10.65											3	(2)			1	(2)		
Over 52 and under 54 .....	50	13.85	2	(2)	12	(2)			8	(2)	1	(2)	13	(2)					12	(2)	2	(2)		
54 .....	93	16.50			45	18.50							26	10.75	11	(2)					4	(2)	7	(2)
Over 54 and under 55 .....	5	(2)																			3	(2)	2	(2)
55 .....	1,112	12.25					4	(2)					8	(2)	30	15.00	1	(2)			6	(2)	57	10.10
Over 55 .....	9	(2)																			9	(2)		
48 and over .....	1,650	13.35	35	11.05	95	16.80	125	15.65	13	(2)	12	(2)	49	12.10	58	13.35	24	9.10	92	15.75	33	12.55	108	9.50

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

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

TABLE VIII.—*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 33 hours	33 and under 36 hours	36 and under 39 hours	39 and under 42 hours	42 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48 and under 50 hours	50 hours	Over 50 and under 52 hours	52 hours	Over 52 and under 54 hours	54 hours	Over 54 and under 55 hours	55 hours	Over 55 and under 60 hours	60 hours	Over 60 hours	48 hours and over
Total .....	1,584	282	53	99	182	101	65	17	135	47	81	84	146	23	50	93	5	112	5	2	2	650
Median earnings .....	\$10.60	\$6.20	\$8.55	\$10.50	\$10.35	\$9.70	\$10.85	\$10.50	\$11.10	\$15.85	\$10.50	\$12.75	\$14.45	\$10.40	\$13.85	\$16.50	( <sup>1</sup> )	\$12.25	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$13.35
Under \$1 .....	3	3																				
\$1 and under \$2 .....	14	13				1																
\$2 and under \$3 .....	13	13																				
\$3 and under \$4 .....	39	33	1		2	3																2
\$4 and under \$5 .....	49	35	4	2	2	4	1			1				1								3
\$5 and under \$6 .....	63	38		2	4	12	2			2				1								4
\$6 and under \$7 .....	77	34	7	5	7	10	5	1		4						2						19
\$7 and under \$8 .....	107	35	8	9	17	5	5			9		8		1	4	4		1				65
\$8 and under \$9 .....	178	32	12	9	25	12	7	2	14	15	6	6	6	6	1	6	25	7				48
\$9 and under \$10 .....	145	23	7	7	24	8	5	3	20	1	11	17	4	1	2	3	1	7	1			47
\$10 and under \$11 .....	167	11	2	30	28	19	9	5	16		11	5	7	4	1	9		9	1			51
\$11 and under \$12 .....	122	6	5	13	13	10	7	3	14		8	5	15	4	5	4		10				47
\$12 and under \$13 .....	107	2	4	7	15	4	3	1	5		9	8	17		6	5	3	17		1		66
\$13 and under \$14 .....	95	2	3	8	5	10	3	1	8	1	5	2	15	1	12	7		11	1			55
\$14 and under \$15 .....	70	2		2	5	2	8		10		2	4	15		9	3		8				41
\$15 and under \$16 .....	106			2	6	2	5	1	13	25	8	7	15	3	8	3	1	7				77
\$16 and under \$17 .....	69			2	7				9	3	2	10	21	1	3	1		10				51
\$17 and under \$18 .....	18			1			3		5	2		1	3									7
\$18 and under \$19 .....	82				6	1	2		2		2	6	10		2	45		5	1			71
\$19 and under \$20 .....	14				5					3		2	3		1							9
\$20 and under \$21 .....	13				2				1	2		3	4					1				10
\$21 and under \$22 .....	12				2					5	1	2	2									10
\$22 and under \$23 .....	12				4					1		2	4					1				8
\$23 and under \$24 .....	5				1				1				3									3
\$24 and under \$25 .....	2									1		1										2
\$25 and under \$30 .....	1								1													1
\$30 and under \$35 .....	1									1												1

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

TABLE VIII.—*Week's earnings and time worked, all industries—Continued*

## B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS

Week's earnings	Number of women reported	Number of women earning each specified amount who worked on—											
		1 day	1½ days	2 days	2½ days	3 days	3½ days	4 days	4½ days	5 days	5½ days	6 days	5 days and over
Total .....	1,262	4	5	15	10	39	31	39	115	123	519	357	1,004
Median earnings .....	\$11.70	(1)	(1)	\$3.50	(1)	\$6.70	\$9.65	\$9.15	\$11.05	\$11.85	\$15.95	\$11.00	\$12.50
\$1 and under \$2 .....	5	2	1	1	—	—	—	—	—	—	1	—	1
\$2 and under \$3 .....	9	1	4	3	—	—	—	—	—	—	3	—	1
\$3 and under \$4 .....	15	1	—	7	1	4	1	—	—	1	—	—	1
\$4 and under \$5 .....	15	—	—	—	11	—	—	1	—	2	—	—	2
\$5 and under \$6 .....	21	—	—	1	1	—	4	9	—	1	4	—	5
\$6 and under \$7 .....	54	—	—	2	3	5	2	3	19	5	3	12	20
\$7 and under \$8 .....	54	—	—	1	2	1	2	4	14	14	9	16	30
\$8 and under \$9 .....	106	—	—	1	3	3	4	2	7	14	59	17	89
\$9 and under \$10 .....	138	—	—	—	1	4	4	3	10	12	40	64	116
\$10 and under \$11 .....	153	—	—	—	—	2	2	4	7	8	50	80	138
\$11 and under \$12 .....	86	—	—	—	—	4	7	3	12	7	25	28	60
\$12 and under \$13 .....	91	—	—	—	—	2	—	4	4	8	18	55	81
\$13 and under \$14 .....	54	—	—	—	—	2	—	4	12	5	14	15	34
\$14 and under \$15 .....	50	—	—	—	—	—	2	4	7	14	17	12	43
\$15 and under \$16 .....	70	—	—	—	—	—	—	1	3	13	21	32	66
\$16 and under \$17 .....	47	—	—	—	—	—	2	—	1	11	26	7	44
\$17 and under \$18 .....	55	—	—	—	—	—	1	—	3	3	40	8	51
\$18 and under \$19 .....	43	—	—	—	—	—	—	—	4	4	29	6	39
\$19 and under \$20 .....	25	—	—	—	—	—	—	—	1	3	20	1	24
\$20 and under \$21 .....	36	—	—	—	—	—	—	1	8	2	23	2	27
\$21 and under \$22 .....	27	—	—	—	—	—	—	1	1	—	25	1	26
\$22 and under \$23 .....	30	—	—	—	—	—	—	—	1	—	24	5	29
\$23 and under \$24 .....	20	—	—	—	—	—	—	—	1	—	18	1	19
\$24 and under \$25 .....	10	—	—	—	—	—	—	—	—	—	10	—	10
\$25 and under \$30 .....	41	—	—	—	—	—	—	—	—	—	37	4	41
\$30 and under \$35 .....	5	—	—	—	—	—	—	—	—	—	4	1	5
\$35 and under \$40 .....	2	—	—	—	—	—	—	—	—	—	2	—	2

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

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

Week's earnings	Number of women earning each specified amount who worked the firm's scheduled days or hours in—													
	All industries	The manufacture of—										General mercantile	5-and-10-cent stores	Laundries
		Cigars	Clothing	Food products	Leather (tanning)	Paper and paper products	Pulp and hard-fiber products	Textiles		Wood products	Miscellaneous			
						Hosiery and knit goods	Other							
Total.....	1,408	336	53	69	135	2	5	59	45	16	164	320	70	134
Median earnings.....	\$12.90	\$17.65	\$9.80	\$18.25	\$16.65	(1)	(1)	\$12.70	\$13.80	\$9.60	\$12.65	\$12.05	\$10.20	\$9.95
\$1 and under \$2.....	1		1											
\$2 and under \$3.....	1		1											
\$3 and under \$4.....	1		1											
\$4 and under \$5.....	2		2											
\$5 and under \$6.....	9	2	3								2	2		
\$6 and under \$7.....	25	2	3								4	12	2	
\$7 and under \$8.....	29	4	4					1			5	6	2	5
\$8 and under \$9.....	124	28	6	2			2	4		1	18	10	8	37
\$9 and under \$10.....	145	15	7	2				5		12	13	46	19	26
\$10 and under \$11.....	166	14	5	3				9			28	65	19	19
\$11 and under \$12.....	85	15	6	2				2	3	3	4	17	11	18
\$12 and under \$13.....	126	10	4					9	10		12	59	4	12
\$13 and under \$14.....	71	10	3					1	4	12	7	15	3	6
\$14 and under \$15.....	66	15	2	1	16			8	8	4	3	11	1	3
\$15 and under \$16.....	119	14		2	20	2		8	5		30	39		1
\$16 and under \$17.....	65	22	1	1	12			3	9		8	7		2
\$17 and under \$18.....	54	27	3	1	10			1	1		2	7	1	1
\$18 and under \$19.....	102	21		45	15		1	3	1		5	8		3
\$19 and under \$20.....	31	19			5			1			5	1		
\$20 and under \$21.....	33	19			6						5	3		
\$21 and under \$22.....	36	20	1		7						7	1		
\$22 and under \$23.....	34	24			2						3	5		
\$23 and under \$24.....	22	17			4							1		
\$24 and under \$25.....	12	9									2			1
\$25 and under \$30.....	41	23			14							4		
\$30 and under \$35.....	6	4									1			
\$35 and under \$40.....	2	2										1		

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

## WOMEN IN DELAWARE INDUSTRIES

TABLE X.—Weekly rate and actual

Amount	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—													
	All in- dustries		The manufacture of—											
			Cigars		Clothing		Food prod- ucts		Leather (tanning)		Paper and paper prod- ucts			
Weekly rate	Week's earn- ings	Weekly rate	Week's earn- ings	Weekly rate	Week's earn- ings	Weekly rate	Week's earn- ings	Weekly rate	Week's earn- ings	Weekly rate	Week's earn- ings	Weekly rate	Week's earn- ings	
Total.....	1,385	1,385	72	72	30	30	156	156	49	49	23	23	23	
Median.....	\$11.60	\$10.55	\$9.75	\$9.10	\$11.50	\$10.00	\$18.15	\$12.65	\$16.10	\$15.15	\$13.95	\$14.70		
Under \$4.....	1	36		3	1	6		5		1				
\$4 and under \$5.....		13				2								
\$5 and under \$6.....		26		2		1		2					1	
\$6 and under \$7.....	14	56		4		2				1				
\$7 and under \$8.....	39	88	1	3	1	1	3	8		1				
\$8 and under \$9.....	144	181	25	23										
\$9 and under \$10.....	201	188	13	13	6	3	4	9		1	2	1		
\$10 and under \$11.....	226	197	14	8	4	3	14	27		1				
\$11 and under \$12.....	116	110	10	9	6	3	2	10		1				
\$12 and under \$13.....	172	118		1	6	5	14	6	1					
\$13 and under \$14.....	85	64	3	1	1	1	3	7	2	3	10	4		
\$14 and under \$15.....	57	57	2	3	3	2	5	2	14	14	8	8		
\$15 and under \$16.....	112	115	2	1			2	13	5	9	1	9		
\$16 and under \$17.....	47	37			1	1	1	7	23	13				
\$17 and under \$18.....	16	13	2	1			2	1						
\$18 and under \$19.....	122	61			1	1	93	46	2	2	10			
\$19 and under \$20.....	2	1												
\$20 and under \$21.....	9	6												
\$21 and under \$22.....	7	4							1	1				
\$22 and under \$23.....	7	6							1	1				
\$23 and under \$24.....		2												
\$24 and under \$25.....	4	1												
\$25 and under \$30.....	3	4												
\$30 and under \$35.....	1	1												

*week's earnings, by industry*

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—Continued															
Pulp and hard-fiber products		Textiles				Wood products		Miscellaneous		General mercantile		5-and-10-cent stores		Laundries	
		Hosiery and knit goods		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
49	49	24	24	184	184	41	41	152	152	347	347	77	77	181	181
\$10.80	\$10.05	\$12.00	\$10.50	\$12.65	\$9.90	\$9.50	\$8.95	\$11.25	\$10.60	\$11.60	\$11.80	\$9.75	\$9.45	\$9.70	\$9.10
			1		4				3		1			3	9
			1		3				1					1	5
			1		10		1				1			2	5
			1		8		6		1		11		2	3	9
1	2	1			21		6		5		10		3	8	16
6	14	2	4	1	30	7	8	22	23	11	13	8	12	49	43
7	6	3	3		18	27	14	19	17	50	51	33	22	37	30
13	11	2	2	23	18		2	28	22	83	71	20	16	25	16
10	4	4	2	32	19	7	4	4	7	17	20	5	8	19	23
3	3	4	4	55	16			4	8	59	59	5	2	21	14
2	2	3	3	29	14			7	8	18	17	1		6	5
1	1	3	3	7	8			5	4	12	12			5	3
1	1		1	10	8			46	31	43	41			1	1
2	1	1	1	12	4				3	8	8				
1	1			5	1			1		4	4			1	1
2	1	1	1	3	1					9	8			1	1
				2											
				1	1			3	2	5	3				
				3				3	2		1				
				1				3		5	5				
								4	1		1				
										3	4				
										1	1				

TABLE XI.—Weekly rate and scheduled weekly hours, all industries<sup>1</sup>

Weekly rate	Number of women reported	Number of women receiving each specified rate whose scheduled weekly hours were—												
		Under 44	44	Over 44 and under 48	48	Over 48 and under 50	50	Over 50 and under 52	52	Over 52 and under 54	54	Over 54 and under 55	55	Over 55
Total	1,385	14	11	343	56	94	153	217	23	114	137	11	206	6
Per cent distribution	100.0	1.0	0.8	24.8	4.0	6.8	11.0	15.7	1.7	8.2	9.9	0.8	14.9	0.4
Median rate	\$11.60	(?)	(?)	\$10.80	\$15.60	\$10.25	\$10.55	\$11.40	\$10.15	\$10.75	\$18.25	(?)	\$11.70	(?)
Under \$4	1			1										
\$4 and under \$5														
\$5 and under \$6														
\$6 and under \$7	14	1		10										2
\$7 and under \$8	39	2		15		16		3	1	1				
\$8 and under \$9	144			36		15	2	16	5	2				
\$9 and under \$10	201	1	3	40		12	60	38	5	17	1		42	
\$10 and under \$11	226			88		16	27	39	3	16			26	1
\$11 and under \$12	116	2	6	25		4	3	31	2	16	9	4	23	1
\$12 and under \$13	172			41		22	9	29		5	11		17	
\$13 and under \$14	85	2	1	15	1	3	5	17	1	17	5	5	49	
\$14 and under \$15	57	4		11		4	2	18		7	1		16	1
\$15 and under \$16	112	1	1	29	44	1	8	8	5	5	2	2	10	
\$16 and under \$17	47			9			24	10	1		1		6	
\$17 and under \$18	16	1		4		1	3	2		3			2	
\$18 and under \$19	122	1		8			2	3		1	94		1	1
\$19 and under \$20	2						1	1					13	1
\$20 and under \$21	9						1	1						
\$21 and under \$22	7			3	3		1	3					1	
\$22 and under \$23	7				3		3	1						
\$23 and under \$24				5			2							
\$24 and under \$25	4				4									
\$25 and under \$30	3			3										
\$30 and under \$35	1						1							

<sup>1</sup>Hotels and restaurants and canneries are not included in this section of the report.<sup>2</sup>Not computed, owing to small number involved.

TABLE XII.—*Week's earnings of women who supplied personal information, by time in the trade—all industries*<sup>1</sup>

Week's earnings	Number of women reporting	Number of women earning each specified amount who had been in the trade—										
		Under 1 year			1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 and under 20 years	20 years and over
		Total	Under 6 months	6 months and under 1 year								
Total.....	2,112	350	189	161	346	277	184	153	442	148	83	129
Per cent distribution.....	100.0	16.6	8.9	7.6	16.4	13.1	8.7	7.2	20.9	7.0	3.9	6.1
Median earnings.....	\$11.30	\$9.15	\$9.15	\$9.25	\$10.25	\$11.40	\$12.05	\$12.60	\$12.90	\$12.85	\$15.75	\$15.80
\$1 and under \$2.....	6	3	2	1	1	1	1	1	1	1	1	1
\$2 and under \$3.....	7	4	2	2	1	1	1	1	1	1	1	1
\$3 and under \$4.....	31	12	5	7	6	5	3	4	4	3	1	1
\$4 and under \$5.....	45	10	5	5	13	8	4	2	1	1	1	3
\$5 and under \$6.....	62	17	9	8	14	9	4	4	10	7	1	5
\$6 and under \$7.....	94	23	15	8	22	10	6	8	12	7	1	3
\$7 and under \$8.....	108	30	20	10	23	20	2	5	17	7	1	5
\$8 and under \$9.....	192	64	30	34	40	25	19	7	28	5	2	2
\$9 and under \$10.....	210	69	46	23	38	19	18	6	35	16	6	3
\$10 and under \$11.....	255	37	21	16	62	34	20	19	47	16	10	10
\$11 and under \$12.....	158	27	12	15	34	20	14	17	32	7	3	5
\$12 and under \$13.....	149	19	10	9	25	22	15	9	34	13	4	3
\$13 and under \$14.....	105	8	5	3	14	15	10	5	28	8	4	10
\$14 and under \$15.....	103	5	2	3	11	17	14	5	32	7	3	9
\$15 and under \$16.....	143	12	5	7	16	18	10	7	45	12	10	13
\$16 and under \$17.....	93	6	6	6	7	9	11	13	19	3	5	13
\$17 and under \$18.....	54	1	1	1	4	7	7	5	13	6	7	5
\$18 and under \$19.....	100	1	1	1	4	7	7	5	20	10	15	31
\$19 and under \$20.....	31	1	1	1	1	5	7	5	4	4	4	4
\$20 and under \$21.....	32	1	1	1	1	4	3	3	11	6	3	1
\$21 and under \$22.....	33	1	1	1	2	5	6	3	11	3	1	2
\$22 and under \$23.....	33	1	1	1	2	2	2	8	10	5	5	2
\$23 and under \$24.....	17	1	1	1	2	2	3	2	5	3	1	1
\$24 and under \$25.....	9	1	1	1	1	2	5	1	4	4	3	3
\$25 and under \$30.....	35	1	1	1	1	5	5	4	11	4	1	1
\$30 and under \$35.....	6	1	1	1	1	1	1	1	4	1	1	1
\$35 and under \$40.....	1	1	1	1	1	1	1	1	1	1	1	1

<sup>1</sup>Hotels and restaurants and canneries are not included in this section of the report.

26716°-271-10

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

Industry	All women reporting		Number of women and their median earnings after experience in the trade of—																						
			Under 1 year						1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 and under 20 years	20 years and over									
			Total		Under 6 months		6 months and under 1 year																		
			Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings					
All industries.....	2,112	\$11.30	1,350	\$9.15	189	\$9.15	161	\$9.25	346	\$10.25	277	\$11.40	184	\$12.05	153	\$12.60	442	\$12.90	148	\$12.85	183	\$15.75	129	\$15.80	
<b>Manufacturing:</b>																									
Cigars.....	296	16.70	38	9.30	27	8.70	11 (2)		38	11.65	57	16.70	35	18.90	38	19.65	64	19.35	17	20.25	7	(2)	2	(2)	
Clothing.....	332	8.65	48	5.65	16	5.35	32	5.80	71	7.90	41	8.90	46	9.60	24	10.00	68	9.45	23	8.50	6	(2)	1	(2)	
Food products.....	138	12.40	21	8.60	14	(2)	7	(2)	11	(2)	14	(2)	4	(2)	4	(2)	8	(2)	18	10.65	11	(2)	4	18.10	
Leather (tanning).....	182	15.65	12	(2)	3	(2)	9	(2)	16	15.00	19	14.90	13	(2)	10	(2)	59	15.55	22	18.00	13	(2)	18	16.65	
Textiles—																									
Hosiery and knit goods.....	82	11.65	9	(2)	3	(2)	6	(2)	18	10.20	13	(2)	5	(2)	5	(2)	21	12.15	6	(2)	3	(2)	2	(2)	
Other.....	214	9.40	15	8.75	7	(2)	8	(2)	44	8.45	28	8.75	24	9.75	17	11.50	45	9.40	11	(2)	12	(2)	18	11.00	
Miscellaneous.....	242	12.15	39	10.50	21	9.50	18	12.00	41	12.40	32	13.00	23	14.50	15	15.25	71	12.90	17	11.25	3	(2)	1	(2)	
General mercantile.....	278	11.40	54	9.75	36	9.80	18	9.60	38	10.40	32	10.75	13	(2)	14	(2)	58	12.40	23	12.90	22	15.60	24	15.50	
5-and-10-cent stores.....	71	10.10	26	9.15	15	8.75	11	(2)	15	10.05	12	(2)	2	(2)	10	(2)	6	(2)							
Laundries.....	142	9.85	62	8.60	38	8.85	24	8.50	21	9.90	14	(2)	7	(2)	7	(2)	18	12.15	4	(2)	3	(2)	6	(2)	

<sup>1</sup> Hotels and restaurants and canneries are not included in this section of the report. The total of this table exceeds the sum of details, as the total includes three manufacturing groups not appearing separately because their numbers are too small for the computation of medians.  
<sup>2</sup> Not computed, owing to small number involved.

TABLE XIV.—*Week's earnings of women who supplied personal information, by age—all industries*<sup>1</sup>

Week's earnings	Number of women reporting	Number of women earning each specified amount whose age was—							
		16 and under 18 years	18 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over
Total	2, 117	323	353	475	224	363	199	106	74
Median earnings	\$11. 30	\$9. 70	\$10. 80	\$11. 60	\$12. 00	\$13. 10	\$12. 30	\$11. 00	\$10. 10
\$1 and under \$2	6	2	2	2	1	2	2	2	2
\$2 and under \$3	7	1	1	2	3	3	2	2	2
\$3 and under \$4	31	6	6	7	3	3	4	4	5
\$4 and under \$5	45	5	11	8	4	5	3	4	5
\$5 and under \$6	62	12	10	11	5	10	3	5	6
\$6 and under \$7	96	19	18	19	11	16	5	4	7
\$7 and under \$8	108	34	17	14	10	11	11	3	8
\$8 and under \$9	192	48	49	35	14	24	11	17	7
\$9 and under \$10	211	49	30	44	16	29	19	11	12
\$10 and under \$11	253	32	41	70	36	30	21	6	3
\$11 and under \$12	158	21	34	41	12	22	12	5	3
\$12 and under \$13	149	18	17	51	13	30	16	6	4
\$13 and under \$14	105	12	13	21	15	18	12	4	2
\$14 and under \$15	104	18	14	20	10	24	14	11	2
\$15 and under \$16	144	12	19	30	24	32	14	4	1
\$16 and under \$17	95	10	13	17	13	23	14	1	1
\$17 and under \$18	54	3	8	10	5	17	7	4	11
\$18 and under \$19	101	3	9	19	6	23	16	14	11
\$19 and under \$20	31	6	7	5	1	8	3	1	1
\$20 and under \$21	31	3	7	5	2	10	1	1	1
\$21 and under \$22	33	2	8	13	8	3	2	1	1
\$22 and under \$23	34	2	4	10	4	9	2	1	1
\$23 and under \$24	17	1	4	8	3	2	1	1	1
\$24 and under \$25	9	1	1	2	2	3	4	1	1
\$25 and under \$30	34	3	9	4	5	9	4	1	1
\$30 and under \$35	6	1	1	3	1	2	1	1	1
\$35 and under \$40	1	1	1	1	1	1	1	1	1

<sup>1</sup>Hotels and restaurants and canneries are not included in this section of the report.

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

Year's earnings	Number of women earning each specified amount in—													
	All industries	The manufacture of—										General mercantile	5-and-10-cent stores	Laundries
		Cigars	Clothing	Food products	Leather (tanning)	Paper and paper products	Pulp and hard-fiber products	Textiles		Wood products	Miscellaneous			
							Hosiery and knit goods	Other						
Total .....	580	88	78	19	63	11	23	35	85	15	55	53	19	36
Median earnings .....	\$675	\$900	\$550	\$588	\$772	(1)	\$592	\$725	\$663	\$421	\$708	\$742	\$525	\$572
\$200 and under \$250 .....	1		1											
\$250 and under \$300 .....	8		5	3										
\$300 and under \$350 .....	3		1	1										
\$350 and under \$400 .....	17		7								1			
\$400 and under \$450 .....	29		5				2			5		2	1	
\$450 and under \$500 .....	53	8	12	3			2	2	2	6	5	3	3	2
\$500 and under \$550 .....	42	5	8	1	2		3	1	3	2	4	4	4	9
\$550 and under \$600 .....	61	6	5	2	3		4	4	7	1	5	1	1	3
\$600 and under \$650 .....	50	4	4	3	4		3	3	15	1	3	5	6	9
\$650 and under \$700 .....	53	3	8	3	8		4	3	12		4	5	2	5
\$700 and under \$750 .....	46	3	6		11		3	3	13		5	4	1	5
\$750 and under \$800 .....	42	1	5	1	8		5	2	8		3	3		2
\$800 and under \$850 .....	33	9	2		6		1	4	5		7	10		
\$850 and under \$900 .....	20	5	3		4		2	2	4		1			
\$900 and under \$1,000 .....	55	8	3	1	8		1	2	5		2	3		
\$1,000 and under \$1,100 .....	30	15	2		5		2	1	14		1	6		1
\$1,100 and under \$1,200 .....	18	6	1		4			1	1		5	1		
\$1,200 and under \$1,400 .....	14	11			4			1			2	4		
\$1,400 and under \$1,600 .....	5	4		1				1				2		

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

TABLE XVI.—*Week's earnings of cannery employees, by time worked and race*

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 10 hours		10 and under 20 hours		20 and under 30 hours		30 and under 40 hours		40 and under 50 hours	50 and under 60 hours	60 and under 70 hours	70 and under 80 hours	50 hours and over
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	White	White	White	White
Total .....	494	24	27	2	23	1	49	7	121	14	91	74	90	19	183
Per cent distribution .....	100.0	100.0	5.5	8.3	4.7	4.2	9.9	29.2	24.5	58.3	18.4	15.0	18.2	3.8	37.0
Median earnings .....	\$9.05	\$6.30	\$1.40	( <sup>1</sup> )	\$3.20	( <sup>1</sup> )	\$4.80	( <sup>1</sup> )	\$7.00	( <sup>1</sup> )	\$9.50	\$11.85	\$13.15	\$14.75	\$13.15
Under \$1 .....	5		5												
\$1 and under \$2 .....	21	2	21	2											
\$2 and under \$3 .....	11		1		10										
\$3 and under \$4 .....	12	1			7	1	5								
\$4 and under \$5 .....	30	1			6		24	1							
\$5 and under \$6 .....	14	6					12	6							
\$6 and under \$7 .....	62	7					3		2	59	7				
\$7 and under \$8 .....	63	7					5			54	7				
\$8 and under \$9 .....	27									3					
\$9 and under \$10 .....	38									3					
\$10 and under \$11 .....	35										24				1
\$11 and under \$12 .....	28										18	1			17
\$12 and under \$13 .....	51										5	23			23
\$13 and under \$14 .....	27										4	6	41		47
\$14 and under \$15 .....	32										2	3	22		25
\$15 and under \$16 .....	12											19		13	32
\$16 and under \$17 .....	20											1	5	6	12
\$17 and under \$18 .....	6											5	20		20
													1		6

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

TABLE XVI.—*Week's earnings of cannery employees, by time worked and race—Continued*

## 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		2 days		3 days		4 days		5 days		6 days		5 days and over	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
Total	303	155	20	10	18	14	28	113	61	4	55	6	121	8	176	14
Per cent distribution	100.0	100.0	6.6	6.5	5.9	9.0	9.2	72.9	20.1	2.6	18.2	3.9	39.9	5.2	58.0	9.0
Median earnings	\$9.65	\$5.15	\$1.70	(1)	\$4.00	(1)	\$5.50	\$5.25	\$6.45	(1)	\$10.05	(1)	\$15.15	(1)	\$12.65	(1)
Under \$1	5	2	5	2				2								
\$1 and under \$2	7	7	7	4		1										
\$2 and under \$3	7	13	7	3				5								
\$3 and under \$4	16	18	2	1	4	2		15	3							
\$4 and under \$5	21	33	2		5	2		7	28	9						
\$5 and under \$6	27	31			6	1		4	28	13	1					
\$6 and under \$7	18	18						2	18	12						
\$7 and under \$8	23	10	1					3	9	12	1					
\$8 and under \$9	15	4						3	3	4						
\$9 and under \$10	19	9						1	4	3	1					
\$10 and under \$11	23	11	2					1	1	1						
\$11 and under \$12	25	2						1		4	1					
\$12 and under \$13	13	1						1								
\$13 and under \$14	4	2														
\$14 and under \$15	10															
\$15 and under \$16	16	1														
\$16 and under \$17	14															
\$17 and under \$18	9	2														
\$18 and under \$19	5															
\$19 and under \$20	5															
\$20 and under \$21	4															
\$21 and under \$22	4															
\$22 and under \$23	6															
\$23 and under \$24	1															
\$24 and under \$25	2															
\$25 and under \$26	1															
\$26 and under \$27	2															
\$27 and under \$28	1															

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

TABLE XVII.—*Week's earnings of women in hotels and restaurants, by occupation and race*

Week's earnings	Number of women reported		Number of women earning each specified amount whose occupation was—						
			Cook; vegetable girl; kitchen help		Dish and glass washer		Pantry help	Waitress	Candy-counter help
	White	Negro	White	Negro	White	Negro	White	White	White
Total.....	64	21	5	19	6	2	5	46	2
Per cent distribution.....	100.0	100.0	7.8	90.5	9.4	9.5	7.8	71.9	3.1
Median earnings.....	\$10.15	\$10.75	( <sup>1</sup> )	\$10.75	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$10.05	( <sup>1</sup> )
\$4 and under \$5.....		1		1					
\$5 and under \$6.....	2				1			1	
\$6 and under \$7.....	4	1	2	1				2	
\$7 and under \$8.....	4	1		1	1			3	
\$8 and under \$9.....	9	3		2		1		9	
\$9 and under \$10.....	10	3		3	3			7	
\$10 and under \$11.....	23	2	2	2	1		4	16	
\$11 and under \$12.....	1	3		3				1	
\$12 and under \$13.....	3	2		1		1		3	
\$13 and under \$14.....									
\$14 and under \$15.....	3	1		1				3	
\$15 and under \$16.....	3	2	1	2			1	1	
\$16 and under \$17.....		2		2					
\$20 and under \$21.....	2								2

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

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

Industry	Number of women reporting	Women who were born in—														
		United States		Foreign countries												
				Total		Austria	Canada	England	France	Germany	Ireland	Italy	Poland	Russia	Scotland	Other
		Number	Per cent	Number	Per cent											
All industries.....	1 3, 255	2, 956	90. 8	299	9. 2	6	1	11	2	10	15	66	163	15	5	25
Manufacturing:																
Cigars.....	360	304	84. 4	56	15. 6	2				1	1	19	24	7		2
Clothing.....	391	360	92. 1	31	7. 9	1	1		1			2	20	6		
Food products.....	151	143	94. 7	8	5. 3			1			3	2	2			
Leather (tanning).....	215	169	77. 0	56	26. 0			1	1	1	2	13	38			
Paper and paper products.....	42	41	97. 6	1	2. 4											
Pulp and hard-fiber products.....	56	54	96. 4	2	3. 6						1	1				
Textiles—																
Hosiery and knit goods.....	95	91	95. 8	4	4. 2					2			1	1		
Other.....	270	249	92. 2	21	7. 8						6	7	1		2	
Wood products.....	46	46	100. 0													
Miscellaneous.....	272	269	98. 9	3	1. 1											
General mercantile.....	309	306	99. 0	3	1. 0							1		1		1
5-and-10-cent stores.....	84	83	98. 8	1	1. 2	1									2	
Laundries.....	173	168	97. 1	5	2. 9			3				2				
Hotels and restaurants.....	55	52	94. 5	3	5. 5								2			
Vegetable canneries.....	736	631	85. 7	105	14. 3	1		1		6	1	19	75		1	2

<sup>1</sup> Negro women not included.

<sup>2</sup> Brazil, Sweden, Spain, Egypt, and Czechoslovakia, each one.

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

Industry	Number of women reporting	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	
		Number	Per cent	Number	Per cent												
All industries.....	3,672	522	14.2	541	14.7	732	19.9	403	11.0	652	17.8	432	11.8	236	6.4	154	4.2
Manufacturing:																	
Cigars.....	360	96	26.7	95	26.4	82	22.8	35	9.7	34	9.4	8	2.2	4	1.1	6	1.7
Clothing.....	391	42	10.7	49	12.5	66	16.9	50	12.8	79	20.2	51	13.0	26	6.6	28	7.2
Food products.....	150	12	8.0	16	10.7	18	12.0	6	4.0	21	14.0	24	16.0	28	18.7	25	16.7
Leather (tanning).....	214	8	3.7	16	7.5	47	22.0	35	16.4	76	35.5	23	10.7	7	3.3	2	0.9
Paper and paper products.....	42	2	4.8	6	14.3	7	16.7	7	16.7	12	28.6	6	14.3	2	4.8		
Pulp and hard-fiber products.....	56	6	10.7	14	25.0	21	37.5	5	8.9	9	16.1	1	1.8				
Textiles—																	
Hosiery and knit goods.....	95	28	29.5	21	22.1	14	14.7	12	12.6	10	10.5	9	9.5	1	1.1		
Other.....	269	44	16.4	53	19.7	67	24.9	23	8.6	45	16.7	21	7.8	12	4.5	4	1.5
Wood products.....	46	11	23.9	3	6.5	8	17.4	8	17.4	3	6.5	8	17.4	4	8.7	1	2.2
Miscellaneous.....	271	41	15.1	41	15.1	75	27.7	29	10.7	45	16.6	19	7.0	13	4.8	8	3.0
General mercantile.....	304	24	7.9	33	10.9	77	25.3	43	14.1	63	20.7	38	12.5	18	5.9	8	2.6
5-and-10-cent stores.....	84	26	31.0	21	25.0	29	34.5	6	7.1	1	1.2			1	1.2		
Laundries.....	173	49	28.3	39	22.5	28	16.2	11	6.4	21	12.1	13	7.5	9	5.2	3	1.7
Hotels and restaurants.....	56	7	12.7	18	32.7	12	21.8	7	12.7	8	14.5	3	5.5				
Vegetable canneries—																	
White women.....	734	76	10.4	63	8.6	101	13.8	61	8.3	146	19.9	145	19.8	85	11.6	57	7.8
Negro women.....	428	50	11.7	53	12.4	80	18.6	65	15.2	79	18.4	63	14.7	26	6.3	12	2.8

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

Industry	Number of women reporting	Women who were—					
		Single		Married		Widowed, separated, or divorced	
		Number	Per cent	Number	Per cent	Number	Per cent
All industries.....	13,255	1,749	53.7	1,095	33.6	411	12.6
Manufacturing:							
Cigars.....	360	259	71.9	81	22.5	20	5.6
Clothing.....	391	171	43.7	162	41.4	58	14.8
Food products.....	151	60	39.7	56	37.1	35	23.2
Leather (tanning).....	215	95	44.2	79	36.7	41	19.1
Paper and paper products.....	42	26	61.9	12	28.6	4	9.5
Pulp and hard-fiber products.....	56	38	67.9	14	25.0	4	7.1
Textiles—							
Hosiery and knit goods.....	95	81	85.3	11	11.6	3	3.2
Other.....	270	199	73.7	27	10.0	44	16.3
Wood products.....	46	19	41.3	20	43.5	7	15.2
Miscellaneous.....	272	169	62.1	63	23.2	40	14.7
General mercantile.....	309	219	70.9	55	17.8	35	11.3
5-and-10-cent stores.....	84	74	88.1	6	7.1	4	4.8
Laundries.....	173	117	67.6	30	17.3	26	15.0
Hotels and restaurants.....	55	38	69.1	11	20.0	6	10.9
Vegetable canneries.....	736	184	25.0	468	63.6	84	11.4

<sup>1</sup> Negro women not included.

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

Industry	Number of women reporting	Women who were living—								
		With relatives					Independently			
		Total		Near <sup>1</sup>	Dis- tant	Not spec- ified	Total		With friends	Other
		Number	Per cent				Number	Per cent		
All industries.....	13,254	3,004	92.3	2,743	69	192	250	7.7	22	228
Manufacturing:										
Cigars.....	360	349	96.9	327	6	16	11	3.1	3	8
Clothing.....	391	354	90.5	315	5	34	37	9.5	4	33
Food products.....	151	132	87.4	122	3	7	19	12.6	4	15
Leather (tanning).....	214	193	90.2	167	1	25	21	9.8	-----	21
Paper and paper products.....	42	39	92.9	36	-----	3	3	7.1	-----	3
Pulp and hard-fiber products.....	56	52	92.9	47	1	4	4	7.1	-----	4
Textiles—										
Hosiery and knit goods.....	95	88	92.6	83	4	1	7	7.4	1	6
Other.....	270	234	86.7	204	10	20	36	13.3	3	33
Wood products.....	46	43	93.5	41	-----	2	3	6.5	-----	3
Miscellaneous.....	272	248	91.2	221	7	20	24	8.8	2	22
General mercantile.....	309	277	89.6	234	12	31	32	10.4	3	29
5-and-10-cent stores.....	84	83	98.8	76	6	1	1	1.2	-----	1
Laundries.....	173	154	89.0	141	4	9	19	11.0	-----	19
Hotels and restaurants.....	55	45	81.8	42	1	2	10	18.2	-----	10
Vegetable canneries.....	736	713	96.9	687	9	17	23	3.1	2	21

<sup>1</sup> Same as "at home."

<sup>2</sup> Negro women not included.

APPENDIX B  
SCHEDULE FORMS

SCHEDULE I

This schedule was used for recording the number of employees, scheduled hours, plant policies, and data on working conditions in factories.

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

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

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

  

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

4. Firm's scheduled hours:  
 Daily: Begin ----- End ----- Lunch period ----- Rest period ----- Total -----  
 Saturday " ----- " ----- " " ----- " " ----- " -----  
 Shifts " ----- " ----- " " ----- " " ----- " -----  
 Regular weekly number of days ----- Total weekly hours -----  
 Shifts: Weekly number of periods ----- Total shifts, weekly hours -----  
 Daily: Begin ----- End ----- Lunch period ----- Rest period ----- Total -----  
 Saturday " ----- " ----- " " ----- " " ----- " -----  
 Shifts " ----- " ----- " " ----- " " ----- " -----  
 Regular weekly number of days ----- Total weekly hours -----  
 Shifts: Weekly number of periods ----- Total shifts, weekly hours -----

5. Seasonal -----  
 6. Employment policy:  
 Employment manager ----- Or centralized method ----- Foremen -----  
 Records kept -----  
 7. Subcontract shop ----- Home work given out -----  
 Date ----- Agent -----  
 8. Halls.  
 Indirect ----- Cl ----- Nat. lt. o. k ----- Art. prov ----- Other -----  
 9. Stairway.

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

Workrooms. Number -----

10. Floors					11. Aisles			12. Walls				13. Ceiling				
Loc.	Mat.	Rpr.	Cl.	Other	Loc.	Obst.	Nar.	Loc.	Rpr.	Cl.	Lt.	Loc.	Rpr.	Cl.	Lt.	Low
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Notes -----  
 -----  
 -----



28. Health service: Hosp..... Chg. of..... Dr. reg..... On call.....  
 First aid..... Chg. of..... Med. exam..... Health rec..... Acc. rec.....  
 Comp.....  
 29. Other welfare.....  
 .....

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

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

The foregoing schedule was used for recording the data for canneries, supplemented by information on the following subjects:

CANNERY CONDITIONS

31. Floor drainage. Gutters..... Covered.....  
 Platforms.....  
 Adequate.....  
 .....

32. Work tables. Arrangement.....  
 Conveyors distributing fruit..... Adequate.....  
 Crowded.....  
 Convenient height for sitting..... For standing.....  
 Obstructions.....  
 Width convenient for reaching.....  
 Drained.....  
 .....

33. Utensils. Pans..... Buckets..... Other.....  
 Conditions.....  
 .....

34. Waste removal. Conveyors..... Adequate.....  
 Helpers..... Sufficient no..... Efficient.....  
 Receptacles..... Kind..... Condition.....  
 .....

35. Outside privies. No..... Distance..... Separate.....  
 Screened..... Condition of building.....  
 Vault: Fly-proof..... How often cleaned?.....  
 Seat covers..... Disinfectant used?.....  
 Number of women per toilet.....  
 .....

36. Strains, etc. Standing..... Lifting.....  
 Reaching..... Speeding..... Cuts.....  
 Burns..... Fruit acid.....  
 .....

SCHEDULE II

This schedule was used for recording the number of employees, scheduled hours, plant policies, and data on working conditions in mercantile establishments.

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

1. Name of store..... Address.....  
 Person interviewed.....  
 2. Type..... Position.....  
 3. Number employed:

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

4. Firm's scheduled hours:  
 Daily: Begin..... End..... Lunch period..... Rest period..... Total.....  
 Saturday "..... "..... "..... "..... ".....  
 Shifts "..... "..... "..... "..... ".....  
 Regular weekly number of days..... Total weekly hours.....  
 Shifts: Weekly number of periods..... Total shifts, weekly hours.....  
 Daily: Begin..... End..... Lunch period..... Rest period..... Total.....  
 Saturday "..... "..... "..... "..... ".....  
 Shifts "..... "..... "..... "..... ".....  
 Regular weekly number of days..... Total weekly hours.....  
 Shifts: Weekly number of periods..... Total shifts, weekly hours.....  
 5. Overtime or seasonal hours.....  
 6. Employment policy:  
 Employment manager..... Other..... Records kept.....  
 Date..... Agent.....  
 7. Halls.  
 Indirect..... Cl..... Nat. lt. o. k..... Art. prov..... Other.....  
 8. Stairway.

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

- Elevators for operators.....  
 9. Workrooms. Describe: Cleanliness; Seats; Ventilation; Crowding.....  
 10. Salesroom. Aisles..... Tables in center, etc.....  
 Describe.....  
 11. Natural lighting. Describe: Salesrooms.....  
 Workrooms.....

12. Artificial lighting. Describe: Salesrooms.....  
 Workrooms.....  
 .....
13. Heating system.....  
 .....
14. Ventilation. Salesrooms.....  
 .....
15. Sanitation.  
 a. Drinking facilities.....  
 Bblr..... San..... Tank..... Cooler..... Used by workers only.....  
 Faucet..... Other..... Cup, common..... Individ.....  
 Kind.....  
 b. Washing facilities: For workers only..... For public and workers..... Where located.....  
 Clean..... By whom..... Freq..... Hot water.....  
 Scap..... Towels.....  
 c. Toilets: Kind..... For workers only..... For workers and public.....  
 Location..... Screened..... Room ceiled..... Nat. vent.....  
 Nat. light..... Art. light..... Clean..... By whom.....  
 Freq..... Number of seats..... No. of women per seat.....
16. Service and welfare. Lunchroom: Combined with..... Prov..... Kind.....  
 Loc..... Equip. o. k..... Cl..... Lt. nat..... Art.....  
 Vent. o. k..... Prov. food or drink only..... Cooking convcs.....  
 Supr..... If none.....
17. Rest room: Comb'd. with..... Prov..... Loc..... Equip. o. k..... Cl.....  
 Lgt. nat..... Art..... Vent. o. k..... Supr.....  
 If none.....
18. Cloakroom: Comb'd. with..... Prov..... Loc..... Conv..... Lkr.....  
 Shlv..... Hangr..... Wl. hk..... Seats..... Cl.....  
 Lght nat..... Art..... Vent. o. k..... Supr..... If none.....  
 Lkr..... Shlv..... Hngr..... Wl. hk.....
19. Health service: First aid..... Dispensary.....
20. Other welfare.....  
 .....
21. Seats: Type.....  
 .....
- App. suf. no..... Rules for use..... Room to pass behind seats and counters.....

SCHEDULE III

This schedule was used for recording the number of employees, scheduled hours, plant policies, and data on working conditions in hotels and restaurants.

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

1. Firm name..... Person interviewed.....  
 Address..... Agent..... Date.....
2. Type of restaurant.....
3. Hours open for business: Daily..... Sunday..... Extra.....  
 Total
4. No. of men..... Boys.....  
 No. of women..... Girls.....  
 Total.....
5. Location of building.....

6. Workroom conditions.

- a. General description of use of floors.....  
.....
- b. General impression of workrooms.....  
.....
- c. Cleaning.....  
.....
- d. Heating.....  
.....
- e. Lighting.....  
.....
- f. Ventilation.....  
.....

7. Occupations. Describe general duties of various employees:

.....  
 .....  
 .....

8. Sanitation.

- a. Drinking facilities.....  
.....
- b. Washing facilities.....  
..... Hot water..... Soap..... Towels.....
- c. Toilets: (1) Location..... (2) Ventilation..... (3) Lighting, daylight..... Arti-  
 ficial..... (4) Screened from workroom..... (5) Describe, Ventilation—Cleanliness;  
 Cleaned when and by whom; Type of toilet; Type of seat.....  
 (6) No. of seats..... No. of women per seat.....
- d. Uniforms. Supplied..... Required..... Laundering.....

9. Service and welfare facilities.

- a. Lunch room.....  
.....
- b. Rest room.....  
.....
- c. Cloak room and locker facilities.....  
.....
- d. Health service: Medical examination..... Health record..... First-aid equip-  
 ment.....
- e. Other welfare equipment.....  
 .....

10. Employment management.

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

HOURS

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

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

Total weekly.....

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

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

Total weekly.....

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

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

Total weekly.....

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

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WOMEN IN DELAWARE INDUSTRIES

SCHEDULE IV

Pay-roll information was copied onto this card, one card being used for each woman employee. Certain information was added from Schedule V.

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

Establishment		Employee's No.		Department					
Name						Male	Female	Age	
Address						Conjugal condition			
Occupation						S	M	W	D N R
Rate of pay	} Pieces	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							

SCHEDULE V

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

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

Establishment \_\_\_\_\_ Employee's No. \_\_\_\_\_ Department \_\_\_\_\_

Name \_\_\_\_\_ Male or female \_\_\_\_\_

Address \_\_\_\_\_ Single, married, widowed, separated, or divorced \_\_\_\_\_

Country of birth \_\_\_\_\_ Age \_\_\_\_\_

How old were you when you began to work for wages \_\_\_\_\_

How long have you been in this trade or business \_\_\_\_\_

How long have you been working for this firm \_\_\_\_\_

What is your regular work here \_\_\_\_\_

Schooling—Last grade completed \_\_\_\_\_

Do you live with your family \_\_\_\_\_ With other relatives \_\_\_\_\_

Do you board or room with persons not relatives \_\_\_\_\_

SCHEDULE VI

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

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

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

①			②			③			
Name	P T B	Occupation	Name	P T B	Occupation	Name	P T B	Occupation	
Date	1	2	3	Date	1	2	3	Earnings	
1				27					
2				28					
3				29					
4				30					
5				31					
6				32					
7				33					
8				34					
9				35					
10				36					
11				37					
12				38					
13				39					
14				40					
15				41					
16				42					
17				43					
18				44					
19				45					
20				46					
21				47					
22				48					
23				49					
24				50					
25				51					
26				52					
1	2			3					
Total \$.....	Total \$.....			Total \$.....					
Weeks worked.....	Weeks worked.....			Weeks worked.....					
Weeks not worked.....	Weeks not worked.....			Weeks not worked.....					
Average weekly wage.....	Average weekly wage.....			Average weekly wage.....					
Average for 52 wks.....	Average for 52 wks.....			Average for 52 wks.....					

SCHEDULE VII

This schedule was used for the information secured during interviews with the women employed in the establishments surveyed.

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

[Employee's Interview]

1. Employer ..... Address.....

2. Worker ..... Address..... Dept.....

3. Country of birth..... 4. Yrs. in U. S. .... 5. Natrlzd..... 6. Spk. Eng.....

7. Lit. (read or write any lang.).....

8. S. M. W. D. .... 9. Age..... 10. Age at marriage..... 11. In school last yr.....

12. Living with friends..... Relatives..... Or adrift.....

13. Relationship of chief wage earner..... 14. Occupation.....

15. Size of family: Resident families—

	M	F		
No. 16 yrs. and over	At work	.....	No. 16 yrs. and over	At work
No. 6 to 16	" "	.....	No. 6 to 16	" "
No. under 6	" "	.....	No. under 6	" "
Total	" "	.....	Total	" "

16. Migrant families:

	M	F
No. 16 yrs. and over	At work	.....
No. 6 to 16	" "	.....
No. under 6	" "	.....
Total	" "	.....

17. Kinds of work:

Duration

	Before mar'd.	After mar'd.	Ages
Pres. trade or business			
With this firm			
Other work in past 12 mos.:			
-----			
-----			
-----			
Previous years:			
First job			
Other jobs			
-----			
-----			
In foreign country:			
-----			
-----			

18. Opportunity for other kinds of employment

19. War workers

20. Provision for care of young children while responsible adult is at work

Agent \_\_\_\_\_  
Date \_\_\_\_\_

## 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. (Out of print.)
- 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. 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. (Out of print.)
- 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. Standards and Scheduled Hours of Work for Women in Industry. 68 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. (Out of print.)
- No. 46. Facts About Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- 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. The Status of Women in the 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. (In press.)
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industry. 156 pp. 1927.
- No. 59. Short Talks about Working Women. (In press.)
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. (In press.)
- No. 61. Minimum Wage Laws. The History of Their Development in the United States. 1912 to 1925. (In press.)

Annual Reports of the Director, 1919, 1920, 1921, 1922, 1923, 1924, 1925, 1926.

