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UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 80

WOMEN
IN
FLORIDA INDUSTRIES

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[PUBLIC—No. 259—66TH CONGRESS.]

[H. R. 13229.]

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

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

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

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

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

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

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

Approved, June 5, 1920.

UNITED STATES DEPARTMENT OF LABOR

JAMES J. DAVIS, SECRETARY

WOMEN'S BUREAU

MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, No. 80

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UNITED STATES DEPARTMENT OF LABOR

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FLORIDA INDUSTRIES



WOMEN IN
FLORIDA INDUSTRIES
WASHINGTON, D. C.

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 15, 1930.

SIR: I am submitting herewith the report of a survey of women in Florida industries made at the request of the governor of the State and of the Florida League of Women Voters. The State is the twentieth thus surveyed by the bureau.

The report covers hours, earnings, working conditions, and personal information, and differs from most of the other studies in presenting important data for the hotel and restaurant industry.

Grateful acknowledgment is made of the courteous cooperation of the employers who allowed their plants to be inspected and their pay rolls to be copied by the bureau's agents.

The survey was conducted by and under the direction of Ethel L. Best, industrial supervisor, and the report has been written by Mrs. Best and Mary Elizabeth Pidgeon.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. JAMES J. DAVIS,
Secretary of Labor.

WOMEN IN FLORIDA INDUSTRIES

INTRODUCTION

Florida, with its abundant sunshine, its cool breezes, and its many waters, has from its earliest days been a land of romance. In such a climate people have expected to find living made easy for them, and the future has always looked bright and rosy. Ponce de Leon, the earliest known European arrival, who landed early in the sixteenth century, was in search of the fountain of eternal youth, and the explorers who came in the years following did not settle down to earn a living by cultivating the soil or by trading but spent their time looking for gold. The name Florida, given by Ponce de Leon because of the day, Easter (in Spanish, Pascua florida), on which the country was discovered, seems especially suitable to the flowery land. A Portuguese gentleman who visited Florida in the early days described it as a land "Wherein are truly observed the riches and fertilities of these parts, abounding with things necessary, pleasant, and profitable for the life of man."¹

With the exception of the 20 years when the English were in possession, this smiling land belonged to Spain until 1821, when, through a treaty and by payment of a certain sum of money, Florida became part of the United States. In the hundred-odd years following the State has attracted great numbers of people primarily because of its natural resources and advantages.

The report of a survey authorized by the State legislature of 1927 to ascertain, among other things, "the kind, character, and location of industries now in operation," analyzes the growth of industry in Florida in the period 1907 to 1927. To quote from the study, "Florida has not been a manufacturing State to any large extent because emphasis has been placed chiefly on getting out the crude materials of the forest and mine or caring for tourists."² This condition is changing, however, and the report states further that "under pressure of the rapidly increasing population manufacturing plants have begun to spread over the State * * * [and] the year 1927 began to show an industrial or manufacturing revolution taking place in Florida."³

This report contains an article by Paul W. Stewart, of the United States Department of Commerce, in which is discussed the progress in Florida manufactures during the period 1914 to 1925. The following quotation illustrates the extent to which this change is taking place: "Manufacturing in Florida in recent years has expanded at a rate exceeding that of the growth of industry in the United States as a whole. The value of manufactured products in Florida in 1925 * * * was three and one-third times greater than that of 1914, while the value for the entire country was a little more than two and one-half times greater." The article emphasizes the noticeable change in Florida industries in the 2-year period 1923 to 1925,

¹ Fairbanks, George R. History of Florida [etc.]. J. B. Lippincott & Co., Philadelphia, 1871, p. 48.

² Florida. Department of Agriculture. Florida, an Advancing State, 1907-1917-1927. Tallahassee, Fla., 1928, p. 21.

³ Idem.

when the value of the manufactured products increased by 44 per cent, while for the entire country the value increased by only 4 per cent.⁴

Despite this increase in the value of its manufactures, however, Florida does not rank as one of the large industrial States, her climate and fertility being regarded as her principal assets. Of these two natural advantages, the climate becomes of special significance in the employment of women, since it is the climate that draws thousands of tourists, who must be housed and fed and, through shops, must be supplied with the necessities and the luxuries of life.

A comparison of the census figures for 1900 and 1920 shows that the number of females 10 years of age and over in Florida in 1920 was double the number found there in 1900 and that the number gainfully employed had more than doubled during this period. According to this same authority, in 1920 one in every four women was gainfully occupied; 46.4 per cent of the number were in domestic and personal service, 12.8 per cent in manufacturing and mechanical industries, and 6 per cent in trade.⁵ Though the proportion in trade seems small, it is larger than the proportion of women so employed in 11 States and in the District of Columbia.

Florida's very high per cent of women engaged in domestic and personal service—this including hotel and restaurant work—is without doubt caused by the tremendous tourist trade. The State has the highest proportion of women in this group of all the States in the Union, and in actual numbers employed it ranks higher than do 26 States.⁶

Although not a manufacturing State primarily, Florida has a larger proportion of its gainfully employed women in manufacturing and mechanical industries than has Georgia, South Carolina, or Alabama. This is due chiefly to the tobacco industry, which ranks second among Florida industries in the value of its products⁷ and in 1920 employed nearly one-half (49.3 per cent) of the women in the manufacturing group.⁸ Not only because of its extent is cigar manufacturing important, but the fact that the use of tobacco does not decline materially in times of industrial depression and unemployment gives this industry special value. At such times it can be depended on to supply employment to a considerable number of workers.⁹

In the four principal cities of the State—Jacksonville, Tampa, Miami, and Pensacola—are concentrated one-third of the wage-earning women in Florida.¹⁰ In 1919 nearly one-half (45.2 per cent) of the women engaged in manufacturing and mechanical industries were working in these cities, as were two-fifths of all engaged in domestic and personal service and two-fifths of those employed as saleswomen. Differences in the general industrial make-up of these cities are indicated by the fact that in Tampa more than 40 per cent, and in each of the other three cities less than 10 per cent, of the

⁴ Florida. Department of Agriculture. Florida, an Advancing State, 1907-1917-1927. Tallahassee, Fla., 1923, p. 34.

⁵ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 47 and 55.

⁶ *Ibid.*, pp. 54 and 55.

⁷ U. S. Bureau of the Census. Biennial Census of Manufactures, 1925, p. 1313.

⁸ *Ibid.* Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 56-63.

⁹ Florida. Department of Agriculture. Florida, an Advancing State, 1907-1917-1927. Tallahassee, Fla., 1928, p. 37.

¹⁰ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 56 and 270-329.

employed women were in manufacturing and mechanical industries, while in Jacksonville alone were found about 20 per cent of all those in the State who were in domestic and personal service and a similar proportion of the saleswomen.

Although there were but a little more than half as many negro as white women in the State, a much larger proportion of the negroes were gainfully employed. About two of every five negro women and one of every seven white were so classified. The largest group of white women (20.3 per cent) were in manufacturing and mechanical industries, and the largest group of negro women (66 per cent) were in domestic and personal service.¹¹

Florida industries are markedly seasonal in character, and it has been frequently pointed out that this type of industry tends to have unfortunate effects in causing irregular employment. The cause of fluctuation in the hotel industry is fairly obvious. The effect of this upon employment in the parts of Florida concerned is somewhat mitigated by the fact that certain hotel corporations operate establishments in the North during the summer and large numbers of their workers are transported from one locality to another at the close of the season. It is also fairly obvious that the migration of tourists and of persons owning winter cottages would influence business and employment in restaurants, laundries, and stores, and that this would be likely to extend over a greater part of the State than that affected by the hotel seasons. But it is not alone in domestic and personal service, in laundries, and in trade that fluctuations in employment are marked. The chief woman-employing manufacturing industry in the State, cigar making, also is of a distinctly seasonal character, as are the much less extensive food industries.

The employment figures of the census of manufactures for each month of 1919 show that in Florida August was the month in which the fewest women were employed in manufacturing; the number was greater in September than in any previous month, and from that time on the progression was continuous to the end of the year, December being the month of greatest employment. Furthermore, the smallest number employed in any one month was only 70 per cent of the maximum number, a figure less than that shown for 11 of the 15 other southern States.¹² The figures for Florida are weighted, of course, by the proportion of the women employees found in cigar making, which industry seems to be more seasonal than the manufacturing group as a whole, as appears from a comparison between employment figures in Jacksonville and in Tampa. In Jacksonville, where the industries are varied, the minimum employment was 73.3 per cent of the maximum, but in Tampa it was 57.6 per cent, the much more marked seasonality being due to the cigar industry, since figures from that city are typical of cigar making rather than of general manufacture.

SCOPE AND METHOD OF SURVEY

In the autumn of 1928 the Women's Bureau of the United States Department of Labor, following its policy of cooperation with the States, undertook a study of the women in industry in Florida, at

¹¹ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 362 and 902-903.

¹² *Ibid.*, vol. 9, Manufactures, 1919, p. 245 and pp. 26-1656, Table 8.

the request of the governor of the State and of the Florida League of Women Voters.

Laundries in three important Florida cities—Jacksonville, St. Petersburg, and Tampa—having been surveyed by the bureau as recently as March of the same year, it was decided to use the figures secured at that time, considered fairly representative of the industry as a whole, and to exclude laundries from the survey that began in September.

Because of the time and expense involved, it was not possible to cover every establishment that employed women, but visits were made to a representative number of factories, stores, and hotels and restaurants. Eighteen cities and towns were covered, the list being as follows:

Apalachicola.	Key West.	St. Augustine.
Daytona Beach.	Miami.	St. Petersburg.
De Land.	Nassauville.	Sanford.
Fernandina.	Orlando.	Tallahassee.
Gainesville.	Palm Beach.	Tampa.
Jacksonville.	Pensacola.	West Palm Beach.

A section of the east coast of Florida suffered from a severe hurricane in September, 1928, but the value of the bureau's study was not affected by this catastrophe, as the chief manufacturing centers to be surveyed were not in the area affected. Moreover, considerable recovery took place before the survey began.

Table 1 gives the total number of establishments and of employees studied, by type of industry. With the exception of stores and the manufacture of wooden boxes and of bread and bakery products, in which only white women were found, both white and negro women were employed in the industries covered by the survey.

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

Industry	Number of establishments	Number and sex of employees				
		Total	Men	Women		
				Total	White	Negro
All industries—						
Including hotels and restaurants.....	163	13,569	15,725	7,844	5,955	1,888
Not including hotels and restaurants.....	100	11,350	4,918	6,432	5,010	1,422
Manufacturing:						
Boxes, wooden.....	4	672	377	295	295	-----
Cigars.....	14	6,096	3,261	2,835	2,680	155
Food—						
Bread and bakery products.....	3	279	241	38	38	-----
Fish, canned.....	5	384	159	225	11	214
Other food products ²	6	467	72	395	56	339
Other manufacturing ³	3	87	23	64	63	1
General mercantile.....	23	1,560	456	1,104	1,104	-----
5-and-10-cent stores.....	24	630	114	516	516	-----
Laundries ⁴	18	1,175	215	960	247	713
Hotels and restaurants.....	63	12,219	1,807	1,412	946	466

¹ For 5 hotels and restaurants the number of men was not reported.

² Chocolate, coffee, grapefruit, mayonnaise, meat packing, and preserves.

³ Burlap bags, men's shirts, and women's work dresses.

⁴ Surveyed 6 months earlier than other industries. See text above.

That the numbers of women studied by the Women's Bureau formed considerable proportions of all those reported in the same industries by the census of 1920 is shown from the tabulation following:

Industry	Number of women in Florida industries specified ¹	Women in the survey	
		Number	Per cent of total
Manufacturing and mechanical.....	10,923	3,852	35.3
Cigars and tobacco.....	5,380	2,835	52.7
Trade.....	5,154	1,542	29.9
Saleswomen in stores.....	2,287	1,542	67.4
Domestic and personal service.....	39,602	2,372	6.0
Laundry operatives.....	961	960	99.9
Servants.....	14,651	659	4.5
Waitresses.....	1,322	671	50.8

¹ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 56-73.

Agents of the Women's Bureau visited each establishment included in the survey and obtained, through interviews with employers, managers, or foremen and by examination of pay rolls, information as to the number of employees, the scheduled hours of the plant, and the wages of women workers. The agents not only made personal inspections of the conditions under which women were working but themselves copied from the pay rolls data for a current week on the rates, the earnings, and, when available, the time actually worked by each woman in the plant. In the majority of cases these records were taken for a pay-roll week in October, November, or December, 1928, but a few were for a week in January, 1929, and occasionally an earlier pay roll was selected, so as to make certain that the figures related to a normal working week in which there were no holidays and which was unaffected by seasonal extremes. In the case of laundries, as already explained, the figures were secured in the spring of 1928.

Year's earnings also were taken for a representative proportion of the women who had been with a plant throughout the year and who had worked for at least 44 weeks of this period.

In addition to the material on hours and earnings, information in regard to nativity, age, living condition, marital status, and time in the trade was obtained from questionnaires distributed in the establishments and filled in by the women employees.

SUMMARY

Date of the survey: Autumn, 1928.

Extent of the survey:

Cities and towns.....	18
Establishments.....	163
White women.....	5,956
Negro women.....	1,888

Industrial distribution:

	Per cent	
	White women	Negro women
Cigars.....	45.0	8.2
Manufacturing other than cigars.....	7.8	29.3
General mercantile establishments.....	18.5	
5-and-10-cent stores.....	8.7	
Laundries.....	4.1	37.8
Hotels and restaurants.....	15.9	24.7

THE WORKERS

	Per cent	
	White women	Negro women
Nativity (3,312 white, 1,386 negro):		
Native born.....	93.7	99.6
Foreign born.....	6.3	.4
Age (3,325 white, 1,120 negro):		
Under 20.....	24.6	17.5
20 and under 40.....	61.6	71.1
40 and over.....	13.8	11.4
Marital status (3,290 white, 1,107 negro):		
Single.....	41.1	25.8
Married.....	36.8	41.1
Widowed, separated, or divorced.....	22.1	33.1
Living condition (3,092 white, 508 negro):		
At home.....	75.6	71.5
With relatives.....	4.8	4.3
Independent.....	14.2	19.7
With employer (hotels and restaurants).....	5.4	4.5
Time in the trade (2,938 white, 557 negro):		
Under 1 year.....	21.5	17.6
1 and under 5 years.....	47.3	45.4
5 and under 10 years.....	15.8	21.4
10 years and over.....	15.5	15.6

WORKING CONDITIONS

General plant conditions:

Ventilation.—Natural ventilation was good in two-thirds of the hotel and restaurant workrooms, in all but 3 laundries, and satisfactory in about half the factories. Artificial ventilation was provided in all but 3 hotels and restaurants and in a third of the laundries.

Lighting.—In about two-thirds of the establishments lighting, whether natural or artificial, was satisfactory throughout the entire plant. Where this was not the case the usual defect was insufficient natural lighting or glare in the artificial.

Sanitary provisions:

Drinking facilities.—Bubblers were found in 23 plants—nearly one-fourth of those reporting on drinking facilities—but were of insanitary construction in all but 9. The common cup was in use in 32 establishments.

Washing facilities.—Provided in all but 8 establishments, 4 of which were laundries. In 36 no towels were supplied and in 33 a common towel was provided.

Toilets.—Sufficient toilets, according to the standard of one seat to every 15 women, were provided in over two-thirds of the plants, but in 46 cases the number was insufficient, and in 4 of these there were 50 or more women to a seat. There was no outside ventilation in 29 plants, in 18 the room had no ceiling, and in 36 it was not clean.

Hazard:

The chief hazard was that of possible falls caused by slippery floors or obstructions in workroom aisles—in 25 plants, for the most part laundries—and by stairways that were too steep, narrow, or winding, without a handrail, or in bad repair (in 21 plants).

Employee facilities:

Some place in which lunch could be eaten was provided in three-fifths of the 163 establishments reported, and over one-fourth had some rest-room facilities, although very few had separate rest rooms. Only 29 of 100 plants that reported having cloak rooms provided satisfactory equipment, such as lockers or racks. In the provision of rooms for lunch, wraps, and rest, hotels and restaurants and stores made the best showing, while factories made less provision and laundries least of all. In 70 establishments, employing 1,571 women, first-aid facilities were entirely lacking, and here the stores and hotels and restaurants made a poorer showing than factories, and laundries were best of all. Nearly three-fifths of the stores gave vacations with pay, and employee insurance, death or disability, was carried by 7 stores, 7 laundries, and 2 factories.

HOURS ¹³

Daily hours:

A schedule of less than 9 hours was reported for nearly a third of the white women, and one of 9 hours for over a third of the white women and for practically a sixth of the negro women. A schedule of 10 hours or more was reported for 15.3 per cent of the white women and over two-thirds of the negro women.

Weekly hours:

A schedule of 48 hours or less was reported for only 8 firms, with 4.1 per cent of the white and 5.1 per cent of the negro women. A long schedule, over 54 hours, was reported for more than one-third of the white and more than two-thirds of the negro women.

Saturday hours:

A Saturday shorter than other days was the rule for nearly one-half of the white and a little over two-fifths of the negro women.

Lunch period:

One hour was the most common period allowed white women for lunch; a half hour for negro women.

WAGES ¹⁴

Week's earnings (4,425 white, 1,266 negro):	White women	Negro women
Median of the earnings-----	\$15. 00	\$6. 65
Median of the earnings in chief industries—		
Cigars (2,494 white, 155 negro)-----	16. 65	7. 10
General mercantile (760 white saleswomen)-----	18. 10	
5-and-10-cent stores (516 white)-----	10. 05	
Laundries (229 white, 713 negro)-----	12. 30	7. 85
Per cent of white women earning less than \$15 in the chief industries—		
Cigars-----	40. 7	
General mercantile (saleswomen)-----	28. 4	
5-and-10-cent stores-----	97. 7	
Laundries-----	72. 5	
Median earnings of timeworkers and pieceworkers—		
Timeworkers (1,820 white, 653 negro)-----	\$12. 80	\$7. 80
Pieceworkers (2,517 white, 501 negro)-----	16. 45	4. 40
Median earnings of full-time workers (2,824 white, 357 negro)-----	15. 60	7. 60
Median of the rates (1,755 white, 594 negro)-----	12. 90	7. 70
Year's earnings (139 white, 7 negro):		
Median of the earnings-----	\$781	\$425
Median of the earnings of white women in chief industries—		
Cigars (23 women)-----	786	
General mercantile (57 saleswomen)-----	1, 020	
5-and-10-cent stores (31 women)-----	576	

HOTELS AND RESTAURANTS

Number:

Establishments-----	63
White women-----	946
Negro women-----	466

Nativity (446 white, 312 negro):

All were native born but 62 white, 6 negro.

Chief occupational groups:

	Per cent	
	White women	Negro women
Waitresses and counter girls-----	69. 5	3. 0
Maids-----	22. 3	67. 0
Kitchen help-----	4. 8	19. 5
Other-----	3. 5	10. 5

¹³ and ¹⁴ Excludes hotels and restaurants. (See below.)

Daily hours:

About three-fourths of the employee-days¹⁵ were of 8 hours or less. Hours of 10 or more were worked on 13.6 per cent of the total number of days. Kitchen workers had the largest proportion of these long hours.

Weekly hours:

Of 1,371 women, the largest group (38.2 per cent) had a schedule of 48 hours or less; a long week of 60 hours and over was reported for nearly one-fifth of the women, and more than two-thirds of the kitchen workers had a weekly schedule of such length. A 7-day week was the schedule for more than nine-tenths of the women.

Rates:

	Median rate	
	White women	Negro women
Highest median, that of kitchen workers.....	\$15.90	\$10.65
Lowest median for white women (waitresses and counter girls).....	5.75	
Lowest median for negro women (maids).....		8.00
Where neither room nor meals furnished.....	12.35	8.80
Where room and meals furnished.....	5.50	5.65

¹⁵ Employee-days are obtained by multiplying each schedule of daily hours by the number of women working such a schedule in the week for which data were obtained.

THE WORKERS

The purpose of a study such as this is to discover conditions that affect the women involved. It is important, therefore, to learn something of the personal history of these women who are contributing to the industrial life of the State—to ascertain whether they are American or foreign born, white or negro, young girls or mature women, single or married, living independently or at home, and whether they have been at work for a long period or a short one.

To secure such information, cards with questions on race, nativity, age, marital status, living arrangements, and time in the trade were distributed to the women in each of the plants visited. Not all the cards were returned, and some were incompletely filled in, but over one-half of the white women and nearly three-fourths of the negroes gave some answers, so the information secured may be taken as fairly representative of the women employed in the State.

Nativity and race.

Nativity was reported for 4,698 women (see Appendix Table I), of whom white women formed three-fourths, a proportion larger than that in the census of gainfully employed women in Florida in 1920, which was two-fifths. Of the white women whose nativity was reported, 93.7 per cent were American born. That 6.3 per cent of the white women were foreign born is a condition very unlike that of the neighboring States. Mississippi, Alabama, South Carolina, and Georgia, surveyed by the Women's Bureau in the past 10 years, had proportions of foreign born among all the working women reporting that ranged from 0.3 to 0.5 per cent. Moreover, the figures given for Florida probably underestimate the proportion of the women in the plants studied who were foreign born, since in many cigar factories large numbers of them could not speak English, and for these personal information could not be obtained.

Of the foreign born in Florida the largest groups were in cigar factories and in hotels and restaurants. Some were in stores and laundries and the remaining few were scattered in the various manufacturing industries. Of the 207 white women whose native land was reported, 76 were from the countries of northern and western Europe that have provided the "old immigration"; three-fourths of these were in hotels and restaurants and stores. Thirty-six women were from Canada, these being almost wholly in hotels and restaurants and stores, and 47 from Cuba or other countries in the Western Hemisphere were principally in cigar manufacturing and in laundries.

Only 6 of the negroes reporting were foreign born, and these were all from the West Indies and all in hotels and restaurants.

Age.

Age was reported by 3,325 white women and 1,120 negroes, and the figures relating to this subject are presented in Appendix Table II. The following summary shows the per cent distribution in the various age groups.

Age	White women	Negro women	Age	White women	Negro women
16 and under 18 years.....	7.3	5.9	30 and under 40 years.....	21.8	23.7
18 and under 20 years.....	17.3	11.6	40 and under 50 years.....	10.4	9.6
20 and under 25 years.....	25.5	26.8	50 and under 60 years.....	2.8	1.4
25 and under 30 years.....	14.3	20.6	60 years and over.....	.6	.4

The popular belief that most working women are young and in industry for only a short period is not supported by the findings of this investigation. It is true that almost one in four of the white women studied in Florida were under 20 years of age, but more than one in five were between 30 and 40 and about one in seven were 40 or more. The proportion of girls under 20 was smaller than that found in any of the seven other Southern States studied by the Women's Bureau—Alabama, Georgia, Kentucky, Maryland, Mississippi, South Carolina, and Tennessee—but in all of these, except South Carolina, there were larger proportions than in Florida of women as much as 40 years of age.

More than 70 per cent of the white girls under 20 were in cigar manufacturing and 5-and-10-cent stores, and more than 60 per cent of the white women of 50 and over were in cigar manufacturing and general mercantile.

Table II shows that the 5-and-10-cent stores employed a larger proportion of young women than did other industries; almost three-fifths of their employees were between 16 and 20, a majority of these being as much as 18. In cigar factories the prevailing age—that of the largest group of women—was 20 and under 25 years; in wooden-box factories, hotels and restaurants, and laundries it was 30 and under 40; in general mercantile establishments it was about equally 30 and under 40 and 20 and under 25. A few women in general mercantile establishments, laundries, hotels and restaurants, and cigar factories were as much as 60; in the last mentioned one woman reported her age as 66 years.

The age distribution of the negro women was only slightly different from that of the white women, though smaller proportions were under 20 and as much as 40, and a much larger proportion gave their ages as 25 and under 30. In hotels and restaurants the predominant age group of negro women was 30 and under 40 years, with more than 30 per cent of those reported. A much smaller proportion than among the white women were girls under 20. In laundries women of 20 and under 25 years comprised the largest group—27 per cent of the total—but considerable numbers were in the two groups that together comprised 25 and under 40 years.

In cigar factories, where only about one in seven of the women reported were negroes, more than a third of the negro women were under 20, a proportion appreciably greater than that of the white girls (23 per cent) who were so young. None of the negro women were as old as 50, and only 5 (2.7 per cent) had reached the age of 40, though 11.5 per cent of the white women were 40 or more.¹⁰

¹⁰ Negro women usually were not found in cigar plants. Those reported were strippers, and all were in one locality.

Marital status.

Another theory not borne out by the data collected in Florida is that women leave industry at marriage. Figures in regard to the marital status of 3,290 white and 1,107 negro women are presented in Table III in the appendix. They show that nearly 60 per cent of the white women were or had been married. This proportion is greater than that shown in any one of 16 other States where studies of this kind have been made by the Women's Bureau; in only 5 of these States were the proportions of women who were or had been married as high as 50 per cent. In Florida the industries having the largest proportions of women in these marital groups were laundries and the manufacture of wooden boxes and cigars, in each of which were found from two-thirds to seven-tenths of the number reporting.

Only in 5-and-10-cent stores was the proportion of single women great, the number being nearly four-fifths of the women reporting. This is not surprising when it is remembered how large a per cent of these women were very young.

The proportion of negro women who were or had been married was over 70 per cent, even larger than that of the white women. Nearly all the negroes in fish canneries, nearly two-thirds of those in cigar factories, nearly three-fourths of those in laundries, and four-fifths of those in hotels and restaurants were or had been married.

Living condition and family responsibility.

Living condition as reported by 3,092 white and 508 negro women may be studied from Table IV. Of the white women, 75.6 per cent lived at home—almost half of them with their husbands and somewhat more with other members of their immediate families. Nearly 15 per cent lived independently, and some of those in hotels and restaurants had rooms provided by their employers. A larger proportion of negro than of white women lived with their husbands and a considerably smaller proportion with other near relatives. A larger proportion of negroes than of white women—19.7 and 14.2 per cent, respectively—lived independently.

Although some differences exist among the various industries in the proportion of women living at home or independently, the range is not great and a comparison of industries in this respect has no special significance. A point that should be emphasized, however, is that many women who live at home, whether married or single, are assisting with the maintenance of the family or with the support of dependents, and consequently their earnings mean quite as much to them as do those of girls who live independently.

In the study of the laundry industry recently made in 16 States by the Women's Bureau¹⁷ the investigators visited many women in their homes in order to obtain a more personal view of their problems. Included in the number were women working in laundries in three Florida cities. These Florida records show that all the laundry workers visited who were single, widowed, separated or divorced were supporting themselves. Nine of the 22 single women were assisting their families also; one of them, for example, besides supporting herself was helping a sister to maintain three young children. Of 33 widowed, separated, or divorced women, 18 were supporting

¹⁷ U. S. Department of Labor. Women's Bureau. A Survey of Laundries and Their Women Workers in 23 Cities. 1930.

children and 4 others were assisting their families, some maintaining aged relatives. Of the group of 18, each of 6 was supporting two children under 14 years of age, 1 was supporting three children, and 1, with the help of her mother, maintained five. A woman endeavoring to support herself and two children on less than \$7 a week said that her money was spent before it came in, and that she could not make enough for three meals a day for her family. Another, whose husband had deserted her a year before the visit by the bureau's agent, was supporting herself and three children; she spoke of fearing a lay off, saying, "Then I don't know what I'll do." The problem was somewhat less difficult for the woman supporting herself and a crippled boy on her earnings of \$18.90 a week.

Married women formed the largest group of the laundry workers visited in their homes, and the reason for working was reported by 59 of these. Only two of the reasons reported could be assigned even remotely to a desire for luxuries, and in one of these cases the woman was helping her husband to buy a car. These married women repeatedly made statements that their work was necessary to enable the family to get along or to keep up with the bills; as one woman picturesquely expressed it, "We must both put our shoulders to the wheel." A young married woman whose earnings as a marker of flat work were comparatively high—\$20.70 a week—was helping to establish a home. At the other extreme was a woman who, earning \$7.50 a week by ironing socks, worked to assist her mother and blind father.

In 24 cases the husband was ill, out of work, or in irregular or seasonal employment. One was a worker in a fertilizer plant, a seasonal industry so important in Florida that his case probably was representative of many. Only three of the working wives of this group of men earned more than \$10; the one receiving the highest amount for her week's work (\$18.75) had one child under 14. In addition to her labor outside the home for 61½ hours during the week, she did all the cooking and washing for the family of three. She said to the investigator, "I am the husband now." Another woman who was the sole bread-winner during her husband's unemployment had an ill child. Her earnings were \$6. And this family had been endeavoring to pay for their home.

Of the married laundry workers visited, only 25 had children under 14. Three had as many as 4 such children and one had 5, though in most cases there was only 1. All the mothers were aiding in the support of their children.

The variety of domestic and economic problems confronting the individual members of the sample of wage-earning women discussed in the foregoing may be taken to form a fairly representative cross section of the types of social responsibility devolving upon the industrial woman—at least as far as one very typical woman-employing industry is concerned.

Time in the trade.

Information on industrial experience was secured from 2,938 white but from only 557 negro women. It is presented in Table V. Only a little more than one-fifth of the white women and an even smaller proportion of the negro women had been at work for less than a year. Evidence that many women remain long in the trade is found in the fact that over 15 per cent of the women, both white and negro,

reported experience of at least 10 years in the industry in which they were engaged at the time of the survey. About half of these women had been in the trade 15 years or longer. Most of the white women with such experience were employed in cigar factories and general mercantile establishments; the negro women were in hotels and restaurants.

The following summary shows, for each of the industries employing most women, how long the largest groups of those reporting had been in the trade¹.

Race and industry	Number of women reporting	Time in the trade of—					
		Largest single group of women			Half or more of the women reporting		
		Years	Women		Years	Women	
			Number	Per cent		Number	Per cent
WHITE							
Cigars.....	1,203	Under 1 ¹	268	22.3	At least 3 ¹	609	50.6
Boxes, wooden.....	162	Under 1.....	29	17.9	At least 4.....	81	50.0
General mercantile—Sales.....	508	5 and under 10..	140	27.6	At least 5.....	254	50.0
5-and-10-cent stores.....	477	Under 1.....	187	39.2	At least 1.....	290	60.8
Hotels and restaurants.....	406	5 and under 10..	98	24.1	At least 4.....	224	55.2
NEGRO							
Cigars.....	166	Under 1.....	72	43.4	At least 1.....	94	56.6
Hotels and restaurants.....	263	5 and under 10..	94	35.7	At least 5.....	153	58.2
Laundries.....	105	4 and under 5...	18	17.1	At least 3.....	64	61.0

¹ This group is made up chiefly of women in plants largely using machines. If information could have been obtained for those in plants in which handwork prevailed, the time in the trade would have been longer.

WORKING CONDITIONS ¹³

In reporting on working conditions it must be remembered that they are not all of equal importance in each industry. Where constant standing or walking is necessary the material of which the floors are made and the condition in which they are kept are of special importance; where small parts are handled or inspecting is done the lighting facilities are a matter of more concern than in stores or restaurants; in laundries or hotel kitchens ventilation is a problem far more difficult than in most factories and stores.

GENERAL PLANT CONDITIONS

Floors.

In laundries, where nearly all the work requires constant standing, 10 of the 18 establishments had cement floors. In the other 8 some of the wooden floors had cement or composition around the machines. The floors where women were working were in repair and dry in all but 3 laundries.

In manufacturing establishments most of the floors were of wood; in only 6 were they of cement and in 3 some rooms had cement and some had wood flooring. All were in repair, but in 6 establishments not all the floors were clean and in 7 not all were dry.

With the exception of 1 laundry and 1 factory, where those engaged for other work sometimes cleaned, all laundries and factories reporting on the subject had cleaning done by persons employed for the purpose.

More than half (28) of the hotels and restaurants whose floors were reported had at least some of the workrooms with a flooring of cement. Five had cement throughout. In 20 establishments at least one of the rooms had a tile floor, and in 7 of these 20 all workrooms had a tile flooring.

The floors were clean in all workrooms in the 51 hotels and restaurants for which cleanliness was reported, and in only one room (a hotel laundry) was the floor wet. In more cases than in either laundries or factories were employees engaged for other work required to do the cleaning. In small establishments probably there would be no objection to this, as it hardly would be feasible to employ a special cleaner.

Stairways.

In a surprisingly large number of plants there were no stairways, the business being conducted on a single floor. Stairways were reported in only 69 establishments, and in 48 of these all stairways were satisfactory, being well constructed and in repair. In 3 of the remaining plants where stairs were found they were satisfactory in part, and the others failed in poor construction, being steep or narrow in 14 cases and winding in 3. In 5 buildings a handrail was lacking and in 2 the stairs were in bad repair. Such conditions involve considerable risk to the workers hurrying to and from their work, and they constitute an even greater hazard in case of fire. The

¹³ In hotels and restaurants, the dining rooms, kitchens, pantries, and counter rooms, and the toilets of the women employees are reported upon.

risk from a stairway in bad repair and the lack of a handrail could be eliminated at very little expense. Practically all stairways were well lighted.

Ventilation.

In describing the changes brought about by newer theories of air hygiene two authorities on ventilation make this statement: "The new conception of air hygiene teaches that the effect of the air is upon the skin and upon those organs which receive their stimulation through the skin, * * *. Overheated air is harmful to health and efficiency."¹⁹ Therefore, air that is in motion and not too hot nor too humid should be the desired condition in every industrial plant.

As the field work in Florida did not extend into the summer, the problem of ventilation was found to be less acute than might prove to be the case in hot weather.

In laundries and kitchens the heat and steam from the industry are such that in most cases even good natural ventilation is not sufficient to provide satisfactory conditions. The natural ventilation was good in all workrooms in two-thirds of the 51 hotels and restaurants reported and in all but 3 of the 18 laundries; nevertheless, additional artificial ventilation was found in all but 3 of the hotel kitchens and in 6 of the laundries.

Different types of artificial aids to ventilation were provided. For kitchens, electric fans, wall exhausts, and hoods over stoves were most frequently reported, although in 9 establishments there was a carrier system that brought fresh air to some of the rooms. Only 6 of the laundries had artificial aids to ventilation, such as wall exhausts or fans and hoods over flat-work ironers. Hoods over flat-work ironers, with fans to expel the hot air, are a great aid to better air conditions, but these were found in only 1 laundry.

In about one-half the factories visited natural ventilation was reported good. In 12 plants the natural ventilation was found to be poor and in 7 others it was unsatisfactory in some departments. It was aided by artificial means in about one-third of the factories, the most common method being the installation of electric fans near the workers. In addition to fans, one plant had a ventilator in the roof and another was equipped with a wall exhaust and with pipes that brought in the fresh air.

On the whole, for a southern State such as Florida not enough attention had been given to the problem of ventilation.

Heating.

Obviously the need for heating equipment in establishments varies with the part of the country and the kind of work carried on. In Florida the need for artificial heating is considerably less than in the northern States; even in the upper part of the peninsula there are few months in the year when artificial heat is necessary. In some industries—laundries, for example—the work itself probably provides sufficient heat during the cooler weather. In others, like stores, where the worker is not very active and where no heat is generated from the industry, artificial heat for the comfort and well-being of the workers is necessary on some days, even in Florida. Heating

¹⁹ Wood, Thomas D., and Hendriksen, Ethel M. Ventilation of the Industrial Plant. *In* Industrial Management, New York, January, 1927, p. 30.

facilities were provided in nearly three-fourths of the stores, but, as would be expected, in only 1 of the 18 laundries. A smaller proportion of manufacturing establishments than of stores were furnished with heating facilities; in 9 factories no provision was made, and the industry itself generated no heat.

Lighting.

Just as ventilation is more of a problem in some industries than in others, the type of work being done in a plant must be taken into account in any consideration of industrial lighting. Intensity of light is not required in the same degree in the salesrooms of stores as for jobs in the workrooms; for this reason, only the stores having workrooms are included in the tabulation of lighting facilities. In laundry and hotel work the question of lighting is less important than in some other industries, such as clothing manufacture or fine assembly work. In a survey such as the present one these varying needs are taken into consideration, and lighting that would be passed as satisfactory in one industry might be reported inadequate in another. With these varying standards in mind, it is significant that about two-thirds of the establishments reported had natural lighting satisfactory throughout the entire plant. Where the lighting was reported unsatisfactory the trouble in all but 2 of the 11 plants was due to insufficient light. About one-fifth of the establishments had good lighting in some rooms and poor in others, and in this group, as in that where poor lighting for the entire plant was reported, the failure usually was caused by insufficient lighting.

The artificial lighting was pronounced good throughout in 81 of the 118 plants reported. In one-half of the others some part of the plant had good lighting. In a little more than one-fifth of the plants, largely factories and hotels and restaurants, the artificial lighting was unsatisfactory in all or some of the rooms because of glare. In about one-eighth of the plants there was an insufficiency of light.

HAZARD AND STRAIN

The industries included in the present survey of Florida do not show conditions of marked hazard or strain. It is not uncommon in laundries for unguarded machines or those of old-fashioned construction to be a source of danger, but in this State the industry has become important only within the past few years, and most of the equipment is new and up-to-date. The principal hazards reported in laundries were the conditions that cause falls—trucks and baskets left in aisles and the wet and slippery floors found occasionally.

In all industries, laundries included, there were but 25 cases of conditions that might constitute a hazard. Wet floors comprised two-fifths of these and there were a few cases of poorly guarded elevators and of stairs in bad repair. In the shrimp-canning industry shuckers complained that sometimes they were poisoned slightly by pinching off the heads of the shrimps.

There were 10 cases of conditions involving strain. These conditions may be summed up as follows: No seats or very poor ones, constant standing on cement floors, draft directly on workers, excessive heat in hot weather or inadequate heating facilities in cold, and the constant use of artificial light. With the exception of the cases cited, little in the way of hazard or strain was reported.

SANITATION

For many months of the year the weather in Florida is warm, and adequate and convenient drinking and washing facilities are essential. Besides the demand for these facilities because of the climatic conditions, the type of industry is a factor. Fish canneries and food and cigar factories should have, for the sake of the consumer as well as the worker, a plentiful supply of hot water, soap, and towels; and laundries especially need cool drinking water.

Drinking facilities.

Bubblers were found in nearly one-fourth of the factories, stores, and laundries for which data on drinking facilities were reported. (See Appendix Table VI.) In only 9 establishments—4 stores and 5 factories—were all the bubblers of sanitary construction. The majority of the plants had bubblers of the insanitary type where the water falls back on the orifice.

A tank, cooler, or faucet was found in three-fourths (76 per cent) of the plants and in 4 there were both bubblers and other equipment. Common cups were in use in 32 establishments, and in 29 no cup whatever was provided, the workers supplying their own. Individual cups were found most often in general mercantile establishments and common cups in 5-and-10-cent stores.

Washing facilities.

When it is realized that the wage earner spends at least one-half of her waking hours in the place of work it seems hardly necessary to emphasize the need of proper washing facilities. In Florida all but 8 of the 152 establishments for which this was reported had made some arrangements for washing. (Appendix Table VII.) The 8 establishments where no provision had been made included 4 laundries, and here, though no basin was provided, water probably was available. However, the tubs in which clothes were being washed could hardly be termed washing facilities for the workers. In 2 food factories and 2 restaurants there was no provision for washing the hands, and in work places of this kind the special need for such conveniences is so obvious as to require no further comment.

Where washing facilities were provided they were not always clean, and in some cases such necessary equipment as hot water, soap, or towels was lacking.

The absence of hot water in 95 of the 152 establishments for which washing facilities were reported was noted especially. No towels were supplied in 36, and in 33 a common towel was in use. No soap was provided in 4 of the 14 food factories and in 13 of the 21 other manufacturing plants. In 8 stores and 9 hotels and restaurants the employees shared washing facilities with the public, an arrangement unsatisfactory for both.

Toilet rooms.

In regard to toilet provisions for work places certain minimum requirements for health and decency usually are embodied in a State law, but in Florida there is no such general legal provision except for girls of under 16 years. Some of the plants, however, were under local regulation as to plumbing, ventilation, and cleanliness, but as these standards differed in the various localities the plants visited showed

considerable variation in conditions. In any well-equipped establishment the number of seats should bear a direct relationship to the number of employees. According to the standard of the Women's Bureau, there should be one seat for every 15 women employed. Over two-thirds of the 152 factories, stores, laundries, and hotels and restaurants for which toilet facilities were reported measured up to this standard for their women employees, but in 46 cases the seats were too few and in 4 of these the ratio was as high as 50 women to a seat. (See Table VIII.) What might prove an equally unsatisfactory arrangement was reported in 9 stores and 10 hotels and restaurants where the public used the same conveniences as the workers, and in 11 establishments where the same rooms were used by both men and women.

Closely tied up with the equipment of toilets are the provisions for ventilating, lighting, and screening them. In nearly one-fifth of the establishments there was no direct outside ventilation. Artificial means were provided in about one-half of these plants. In 18 establishments the toilet rooms were not completely inclosed—that is, the walls did not reach the ceiling. Obviously, the effects of such a condition are most undesirable. Screening of the entrance to the toilet room so that the interior can not be seen from the workroom likewise is a requirement of decent provisions, but it was lacking in 41 establishments. Cleanliness and sufficient light, artificial and natural, are factors that enter into the general upkeep and reveal to what extent there is good housekeeping.

The following summary of Table IX shows the number of establishments that had unsatisfactory conditions for their workers.

Industry	Number of establishments reported	Number of establishments having toilet room or rooms that—					
		Had no outside ventilation		Were not ceiled	Were not screened	Had no artificial light provided	Were not clean
		Artificial ventilation	No artificial ventilation				
Total.....	152	13	16	18	41	24	36
Factories.....	35	-----	1	6	10	9	12
Laundries.....	18	-----	6	10	8	10	9
Stores.....	47	2	-----	2	5	1	5
Hotels and restaurants.....	52	11	9	-----	18	4	10

A great many women were affected by the lack of screening and of cleanliness in the toilet rooms. These conditions were most noticeable in the laundries, and it was in this industry that the per cent was highest of plants in which the cleaning was done by workers employed for other duties and in addition to their usual tasks. In laundries also a lack of artificial lighting and of properly ceiled toilet rooms was found.

SERVICE FACILITIES

Lunch rooms.

A room where lunch may be eaten is necessary in practically all establishments unless the workers' homes are near the plant and the noon recess is long enough for the employees to go home for lunch. With less than an hour allowed in 36 per cent of the establishments, there certainly was need of some provision for the eating of lunch, but, excepting stores and hotels and restaurants, which generally had lunch rooms, very few establishments had such provision.

Most of the lunch rooms reported were clean and had satisfactory lighting. Hot food and drinks were served by two firms and in three others hot plates were provided so that the workers could make hot coffee or warm their food. Laundries showed the greatest lack of special lunch conveniences, not one plant having a room where the women might eat their meals away from their work, and only 2 of the 35 factories reported had a special place aside from the workroom in which lunches could be eaten.

Cloak rooms.

Cloakroom facilities were provided in 100 of the 163 factories, stores, laundries, and hotels and restaurants. Sometimes an entire room was provided and sometimes the room was used also as a rest room, lunch room, wash room, or storeroom. Satisfactory equipment such as lockers or racks was provided for the cloakroom in 29 cases, but the majority (69.5 per cent) of those reported were equipped merely with shelves, wall hooks, or nails. Of the laundries, where the need of cloakrooms for changing clothing is especially great, only three had a special room for such purpose, and the equipment in these was of the simplest. No provision for the care of wraps was made in three factories and two hotels and restaurants, hats and coats being deposited wherever space could be found for them. In 19 instances in hotels and restaurants, in one store, and in one factory wraps were hung in the toilet rooms. When cloakrooms were provided, either as special rooms or combined with other service, they were reported clean in all but one-fifth of the plants for which such data were secured.

Rest rooms.

The provision of a rest room or other place to which the worker may retire when necessary is especially desirable in establishments where women are employed. Six hotels and restaurants and three stores had rooms specially equipped, while in 38 establishments—chiefly stores—provisions for rest were supplied in rooms used for other service purposes. In 14 cases reporting equipment there were cots and chairs; in 6, a cot only; and in 7, chairs but no cot. Laundries and factories had the poorest arrangements and stores had the best. Rest rooms were reported clean in all but one instance in the stores and in all but five of the hotels and restaurants. There were 116 establishments, 71.2 per cent of the entire number, with no special rest facilities.

Health equipment.

Naturally, in every place where work is carried on there is a risk of accident or sudden illness on the part of the workers. To prepare for such contingencies many firms have provided at least a first-aid kit, and if large numbers are employed a regular hospital room, with nurse

and visiting physician, exists in many cases. Of the 162 stores, factories, laundries, and hotels and restaurants for which such data were reported, 92, employing four-fifths of all the workers, had some health service. Among these establishments were practically nine-tenths (all but 2) of the laundries and two-thirds (all but 12) of the factories, in contrast to the stores and hotels and restaurants, in which groups somewhat less than half of the establishments had made provision for emergencies. First-aid equipment was found in every case where some form of health service had been provided, although part of the hospital equipment in one factory and of the dispensary in one store.

Almost as important as first-aid equipment is its administration when needed. In seven establishments, including factories, stores, and hotels and restaurants, a nurse was in attendance, and in nine hotels and restaurants a doctor gave either full or part time. In the majority of cases, however, the administration of first aid was done by a person specially appointed, such as the manager, superintendent, foreman, or forewoman. In a smaller number of plants the care of the ill or injured devolved upon anyone who was near and willing when the need developed.

Medical examination was a requirement for employment in 39 hotels and restaurants and 8 factories.

Although, as has been shown, most establishments had some remedies for use in accident or sudden illness, there were 70 plants, employing 1,571 women, in which no provision of emergency care was provided.

Other welfare provisions.

Closely allied to the care of the injured or ill are insurance against sickness or death and, as preventive measures, such provisions as vacations with pay and bonuses for length of service. These are inducements for the workers to remain with the firm as well as efforts on the part of the management to shoulder some of the cost of death or disability. One industry, hotels and restaurants, reported no special services of this character. The store group was represented in all the different plans, the most frequent service being a vacation with pay, reported in 28 of the 47 stores; bonuses for length of service were given in 24 stores; and insurance, either death or disability, was carried by 7 stores and by 7 laundries and 2 factories. Undoubtedly, money and help often were given by the managements of other plants, but only those with such a regular system that the workers could definitely rely on aid when needed were recorded by the investigators.

In plants where women handle foodstuffs or work in hot kitchens there is need of thin washable dresses or cover-all aprons. For appearance as well as comfort a simple wash uniform usually is found to be the most satisfactory, and in 56 of the 67 hotels and restaurants and food factories the managements required the workers to wear uniforms. These were supplied by the employer in only about two-fifths of the establishments, while in the others each of the workers paid for her own. The reason why these outfits were supplied by the managements more frequently for dining-room workers than for women in kitchens, factories, or other work places is obvious. The expense of special uniforms might not be enormous if the employee remained for a considerable period with the same organization, but if for any reason the term of employment should be of short duration

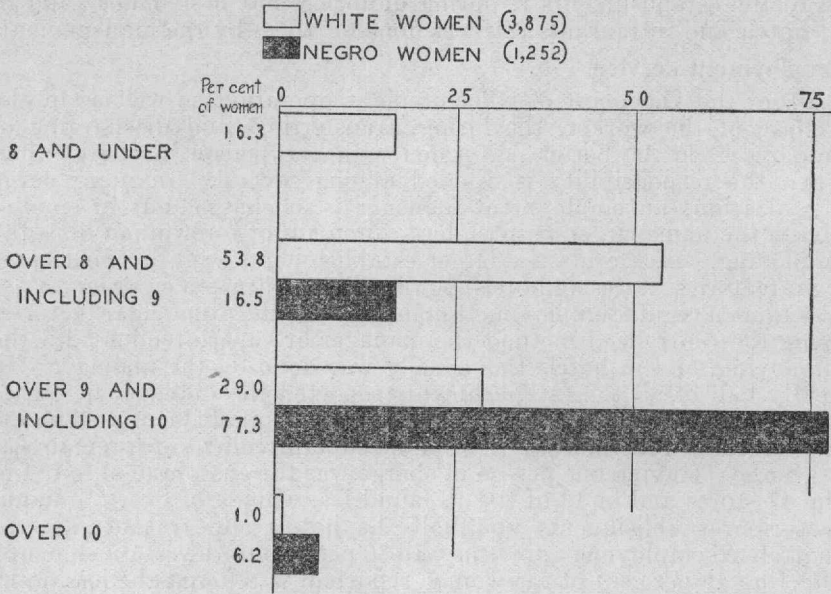
the expense of purchasing one or more uniforms that would be useless elsewhere might prove a considerable hardship.

The laundering of their own uniforms was done by the workers in 43 of the establishments requiring uniforms, but in 1 bakery and in 11 hotels and restaurants this was done for them by the management.

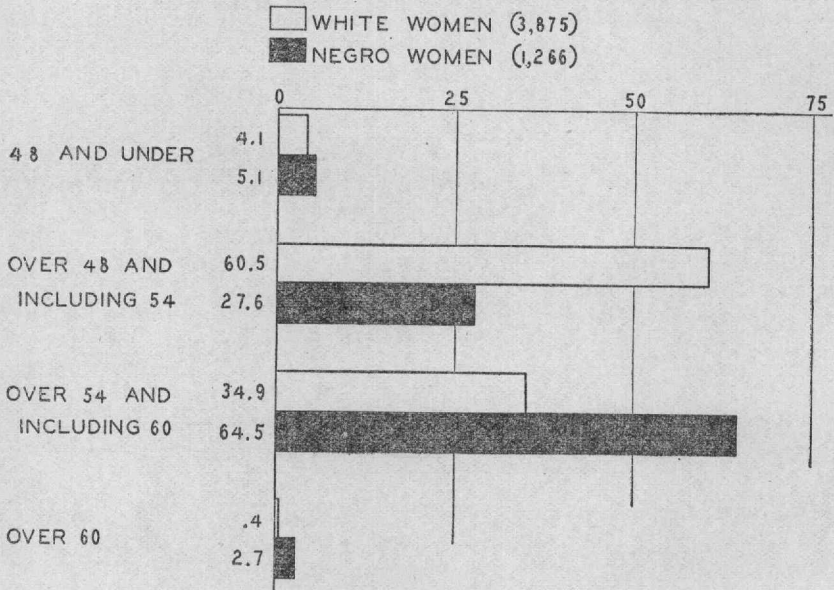
Employment service.

From the viewpoint of efficient plant operation as well as of the welfare of the worker, the hiring, transferring, and discharging of employees can be better performed with one person in charge than when the responsibility is divided among several. In many large organizations an employment manager is in charge, but in smaller plants the manager, superintendent, foreman, or forewoman does the employing. In Florida the larger establishments were in most cases cigar factories, stores, or hotels, but in only one firm—a cigar factory—was there a regular employment manager. In the other cigar factories using the centralized method the manager or superintendent did the employing, and in hotels this usually was done by the manager. In nearly half of all the establishments reported the manager or owner was responsible for the employment, and in one-fifth of the plants the centralized method was used and a superintendent or foreman was in charge. Having one person in charge was the custom in all but 1 of the 47 stores and in 13 of the 18 laundries, while 3 of every 5 manufacturing establishments and half the hotels and restaurants had centralized employment systems. In 30 per cent of the establishments, affecting 49 per cent of the women reported, was found the less desirable system of the employing being done by more than one person.

SCHEDULED DAILY HOURS¹



SCHEDULED WEEKLY HOURS¹



¹Excludes hotels and restaurants

HOURS IN FACTORIES, STORES, AND LAUNDRIES ²⁰

The importance to the woman worker and to the community of reasonable hours of work has been demonstrated again and again. In all but 5 of the 48 States of the United States and in nearly every other civilized country the maximum number of hours in a day or a week for which a woman may be employed for certain types of work outside the home has been fixed by law. The applicant for work usually follows the most important question—"What do you pay?"—with another almost equally important—"What are the hours?" Realizing that every girl is a potential mother and that many mothers find it necessary to work outside of the home, society is interested in preventing overlong hours. The most progressive employers have found that long hours of work do not result in the greatest efficiency.

The scheduled hours in a given plant are the usual or expected hours of work, fixed by the employer according to his own ideas and taking into consideration the law, if there is one, and the hours customary in his own community and industry. The scheduled hours do not tell the whole story, however, for occasionally during rush periods longer hours are required, and sometimes there is not enough work to fill the usual hours and part time is worked by all or some of the employees. Moreover, time is lost by the workers through illness and other personal causes. Thus, the scheduled hours of a group, though representing the normal or expected hours of employment, are not always the actual hours worked by each individual.

Florida is one of the five States that have no law limiting the number of hours a woman may work. This condition probably is due to the fact that until recently Florida was almost wholly an agricultural and tourist State, the tourist season lasting for only three or four months of each year. Gradually, however, the industrial possibilities of this favored State were recognized, and many travelers who came to visit stayed to live and to work in Florida. Stores, factories, and laundries were built, hotels and restaurants multiplied, and the opportunities of work for men and women developed and increased. As a result, Florida is beginning to have the problems of employment that confront every growing economic State.

In considering scheduled hours in the woman-employing industries of Florida it must be constantly borne in mind that at the time of the survey there was no law limiting hours of work and no law requiring that the actual number of hours worked should be recorded. In very few establishments, therefore, were hour records kept; in most plants only the number of days on which work was done was obtainable.

Daily hours of white women.

From Table 2, next presented, it is apparent that the largest group of white women, 37.3 per cent of those reported, had a scheduled day of 9 hours. Slightly over 30 per cent had a scheduled day shorter than this—equally divided between 8 hours or less and over 8 hours—

²⁰ For hours in hotels and restaurants see pp. 56 to 60.

WOMEN IN FLORIDA INDUSTRIES

and a little less than 30 per cent had a day in excess of 9 hours, somewhat more than half of these having a day of at least 10 hours. The normal or scheduled hours are shown in the table following.

TABLE 2.—Scheduled daily hours, by industry and race

Industry	Number of establishments and number of women whose scheduled daily hours were—											
	Number reported			Number of establishments and number of women whose scheduled daily hours were—								
				Under 8		8		Over 8 and under 9		9		
	Establishments	Women		Establishments	Women—White	Establishments	Women—White	Establishments	Women—White	Establishments	Women	
White		Negro	White								Negro	
All industries.....	1 90	3,875	1,252	3	92	17	541	14	638	140	1,445	207
Per cent distribution.....		100.0	100.0		2.4		14.0		16.5		37.3	16.5
Manufacturing:												
Boxes, wooden.....	3	190				1	17			1	109	
Cigars.....	1 10	1,694	155	2	89					3	765	151
Food—												
Bread and bakery products.....	1	20						1	20			
Fish, canned.....	3	3	58									
Other food products.....	6	56	339							3	9	
Miscellaneous.....	3	63	1					1	23	2	41	1
General mercantile:												
Sales.....	23	1,026		1	3	5	437	10	512	7	74	
Workroom.....	10	78				3	38	6	37	1	3	
5-and-10-cent stores.....	24	516				1	49	2	47	21	420	
Laundries.....	17	229	699							3	24	55

Industry	Number of establishments and number of women whose scheduled daily hours were—									Women whose hours were—					
	Over 9 and under 10			10			10½			8 and under		10 and over			
	Establishments	Women		Establishments	Women		Establishments	Women		Number	Per cent	Number	Per cent	Number	Per cent
		White	Negro		White	Negro		White	Negro						
All industries.....	12	566	180	13	556	788	2	37	77	633	16.3	593	15.3	865	69.1
Per cent distribution.....		14.6	14.4		14.3	62.9		1.0	6.2						
Manufacturing:															
Boxes, wooden.....				1	64					17	8.9	64	33.7		
Cigars.....	3	461	4	3	379					89	5.3	379	22.4		
Food—															
Bread and bakery products.....															
Fish, canned.....	3	3	58												
Other food products.....	2	37		1	10	339						10	17.9	339	100.0
Miscellaneous.....															
General mercantile:															
Sales.....										440	42.9				
Workroom.....										38	48.7				
5-and-10-cent stores.....										49	9.5				
Laundries.....	4	65	118	8	103	449	2	37	77			140	61.1	526	75.3

¹ Details aggregate more than total where an establishment appears in more than 1 hour group or workrooms in mercantile establishments are shown separately.

Of all the industries included in this section of the report laundries had the largest proportion of white women with long daily schedules,

three-fifths (61.1 per cent) of the women reported having a day of 10 hours or more. The other industries with appreciable proportions of white women working at least 10 hours were the manufacture of wooden boxes and the manufacture of cigars.

Shorter hours were reported in general mercantile than in manufacturing establishments or laundries. Over two-fifths of the women in the stores (43.3 per cent) had a schedule of 8 hours or less and none was reported as having a day of more than 9 hours. Hours were longer in 5-and-10-cent stores than in general mercantile. No store had a Monday-to-Friday schedule of more than 9 hours, but the proportion of women in the 5-and-10-cent stores having a day of 8 hours or less was much smaller than that shown for general mercantile, the figures being 9.5 per cent and 43.3 per cent, respectively.

Daily hours of negro women.

The scheduled day of negro women was, as a whole, longer than that of white women. (See Table 2 and chart on p. 22.) No negro women had a schedule of less than 9 hours and 69.1 per cent of them had a day of 10 hours and over. It must be remembered, however, that no negro woman was in the store group, where daily hours were shortest, and the proportion engaged in manufacturing was much smaller than in the case of white women.

A large majority of the negro women (82.9 per cent) were found in laundries and in the manufacture of certain food products in which the daily schedule was long for the women of both races; nevertheless, a larger proportion of negro than of white women in these two industries had a day as long as 10 hours. In laundries the day was a long one for more negro women than white, 75.3 per cent of the former, compared to 61.1 per cent of the latter, having a schedule of at least 10 hours. In the manufacture of certain food products 10 hours was the longest schedule reported. The difference between the two races was even greater here than in laundries, a day of 10 hours being reported for all the negro women in the group, though less than 18 per cent of the white women had such a schedule.

Weekly hours of white women.

There is no question that one day of rest during the week is a necessity if the worker is to obtain rest and give attention to personal affairs. This one day of rest, sometimes established by law and very generally by custom, usually is the minimum, since many industries, especially in the manufacturing and mechanical group, grant a half holiday on Saturday and in some plants the whole of Saturday is a holiday. In stores the 5½-day or the 5-day week is a rare practice except in the summer months, and during the remainder of the year store hours quite commonly are longer on Saturday than on other days of the week. A long Saturday is the custom in stores in Florida; consequently there are larger proportions of establishments and of women in the long weekly-hour than in the long daily-hour groups.

More than half of the plants and 35.3 per cent of the white women for whom data on weekly hours were secured had a scheduled week of more than 54 hours, while only eight firms and 4.1 per cent of the women had a week of 48 hours or less. The table following gives the weekly hours of both races. The chart on p. 22 is a graphic presentation of the data.

TABLE 3.—Scheduled weekly hours, by industry and race

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				
	Es- tab- lish- ments	Women		Es- tab- lish- ments	Wom- en— White	Es- tab- lish- ments	Women		Es- tab- lish- ments	Women		Es- tab- lish- ments	Wom- en— White	Es- tab- lish- ments	Women		Es- tab- lish- ments	Women	
		White	Negro				White	Negro		White	Negro				White	Negro		White	Negro
All industries.....	191	3,875	1,266	2	89	3	26	22	2	42	43	1	3	14	257	1	2	422	149
Per cent distribution.....		100.0	100.0		2.3		0.7	1.7		1.1	3.4		0.1		6.6	0.1		10.9	11.8
Manufacturing:																			
Boxes, wooden.....	3	190				1	17												
Cigars.....	10	1,694	155	2	89												1	373	149
Food—																			
Bread and bakery products.....	1	20												1	20				
Fish, canned.....	3	3	58																
Other food products.....	6	56	339																
Miscellaneous.....	3	63	1						1	22				1	20	1			
General mercantile:																			
Sales.....	23	1,026										1	3	2	198				
Workroom.....	10	78												1	19				
5-and-10-cent stores.....	24	516															1	49	
Laundries.....	18	229	713			2	9	22	1	20	43								

¹ Details aggregate more than total where an establishment appears in more than 1 hour group or workrooms in mercantile establishments are shown separately.

TABLE 3.—Scheduled weekly hours, by industry and race—Continued

Industry	Number of establishments and number of women whose scheduled weekly hours were—																		
	Over 50 and under 52			52			Over 52 and under 54			54			Over 54 and under 55		55		Over 55 and under 58		
	Es- tab- lish- ments	Women		Es- tab- lish- ments	Women		Es- tab- lish- ments	Women		Es- tab- lish- ments	Women		Es- tab- lish- ments	Wom- en— White	Es- tab- lish- ments	Wom- en— White	Es- tab- lish- ments	Women	
		White	Negro		White	Negro		White	Negro		White	Negro						White	Negro
All industries.....	16	349	32	13	159	19	11	760	49	11	399	100	2	28	2	208	134	609	128
Per cent distribution.....		9.0	2.5		4.1	1.5		19.6	3.9		10.3	7.9		0.7		5.4		15.7	10.1
Manufacturing:																			
Boxes, wooden.....																			
Cigars.....							2	392	2	1	109			1	206	1	97	4	
Food—																			
Fish, canned.....																	3	3	58
Other food products.....							1	10		4	36								
Miscellaneous.....	1	21																	
General mercantile:																			
Sales.....	4	299		2	143		6	300		1	9						6	71	
Workroom.....	3	24		1	8		4	24									1	3	
5-and-10-cent stores.....										1	31		1	16			21	420	
Laundries.....	1	5	32	1	8	19	2	34	47	3	56	100	1	12	1	2	3	15	66

¹ Details aggregate more than total where workrooms in mercantile establishments are shown separately.

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TABLE 3.—Scheduled weekly hours, by industry and race—Continued

Industry	Number of establishments and number of women whose scheduled weekly hours were—									Women whose hours were—							
	58			Over 58 and under 60			60 and over			48 and under				55 and over			
	Es- tab- lish- ments	Women		Es- tab- lish- ments	Women		Es- tab- lish- ments	Women		White		Negro		White		Negro	
		White	Negro		White	Negro		White	Negro	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
All industries.....	2	6	25	4	386	33	7	132	865	160	4.1	65	5.1	1,341	34.6	851	67.2
Per cent distribution.....		0.2	2.0		10.0	2.6		3.4	52.5								
Manufacturing:																	
Boxes, wooden.....							1	64		17	8.9			64	33.7		
Cigars.....										89	5.3			682	40.3	4	2.6
Food—				3	379												
Fish, canned.....														3	100.00	58	100.0
Other food products.....							1	10	339					10	17.9	339	100.0
Miscellaneous.....										22	34.9						
General mercantile:																	
Sales.....	1	3								3	.3			74	7.2		
Workroom.....														3	3.8		
5-and-10-cent stores.....														420	81.4		
Laundries.....	1	3	25	1	7	33	5	58	326	29	12.7	65	9.1	85	37.1	450	63.1

In all but two of the 5-and-10-cent stores and in nearly one-third of those in the general-mercantile class a week of more than 54 hours was reported, but this group comprised a relatively small per cent of the women, as the stores were small. In cigar factories two-fifths of the white workers had a schedule of over 54 hours. It was impossible to ascertain to what extent these hours actually were worked, as in most of the plants no record was kept of the number of hours put in by each worker and the employees were said to come and go as suited their own convenience. The three industries in which some plants had weekly hours of 60 or more for white women were the manufacture of wooden boxes, with one-third of the women workers on this schedule, laundries with one-fourth, and certain food products with more than one-sixth.

Weekly hours of negro women.

As was the case with the long daily schedule, more negro women than white women had long weekly hours. (See Table 3 and chart on p. 22.) However, the difference in the weekly hours of the two races was not so great as was the difference in the daily hours. About two-thirds (67.2 per cent) of the 1,266 negro women had a weekly schedule of more than 54 hours, and one-half were expected to work a week of at least 60 hours. On the other hand, about one-sixth had weekly hours of 50 or less, a small group having as short a week as 44 hours or under, though there was no negro woman with a daily schedule below 9 hours. With the exception of wooden boxes, where no negro women were employed, the industries with long weekly hours were the same as for white women, namely, certain food products and laundries, the two groups in which more than four-fifths of the negro women reported were found.

Florida and other States.

To make possible a comparison of the scheduled hours prevailing in Florida and those of other States, combinations of the white and negro women in Tables 2 and 3 have been made. In other surveys the Women's Bureau has secured hour data in 18 States, and a comparison of the scheduled hours of establishments in Florida with those of establishments in these other places, with and without hour laws, is of interest.

When Florida's daily hours are compared with those obtaining in these 18 States ²¹ it is apparent that, while a day of 8 hours or less was found to include only about one-eighth of the women in Florida, one-fifth of the women in the larger area had such a schedule reported. Comparing the group of women who had a scheduled day of more than 9 hours, it is found that Florida reported over two-fifths in this group and the other States combined a little less than one-fourth.

The proportion of women whose scheduled weekly hours were more than 54 has been arrived at for the 18 States combined. ²² The figure is 17.1 per cent in contrast to the 43.2 per cent of Florida.

Two industries—general mercantile and the manufacture of wooden boxes—were found in Florida as well as in most of the other

²¹ U. S. Department of Labor. Women's Bureau. Standard and Scheduled Hours of Work for Women in Industry. Bul. 43, 1925, p. 49; and succeeding buls. 48, 51, 55, 56, and 58. The States are as follows: Alabama, Arkansas, Delaware, Georgia, Illinois, Indiana, Iowa, Kentucky, Maryland, Mississippi, Missouri, New Jersey, Ohio, Oklahoma, Rhode Island, South Carolina, Tennessee, and Virginia.

²² *Ibid.*, Bul. 43, pp. 52-53, and succeeding reports.

States surveyed, and a comparison of the women having long weekly schedules shows that Florida had better hours than the combined States as far as the manufacture of boxes is concerned.²³

State	Percentage of women with scheduled weekly hours of more than 54 in —	
	Wooden boxes	General mercantile
Florida	33.7	7.0
States (combined) ¹	65.0	3.4

¹ Box figures for 12 States and general mercantile for 16.

Saturday hours.

The shorter Saturday apparently bears no relation to the length of the other week days. (See Appendix Tables X to XII.) It would appear that where the regular working hours were long there would be a greater need of adequate rest at the end of the week, involving a shorter day on Saturday, but the figures show little or no such relationship. Of five factories with Monday-to-Friday hours less than 9, three had less than 7 hours on Saturday; and of five factories whose daily hours were 10, two had Saturday hours of 10. Of three laundries whose daily hours were 9, one had no Saturday work and one had Saturday hours under 7; and of eight laundries with daily hours of 10, four had a 10-hour Saturday also.

For nearly one-half of the white women for whom such data were obtained Saturday hours were shorter than the regular daily schedules of the plants, and for a small number no work at all was required on Saturday. There was, however, a large group of women (41 per cent) whose Saturday hours were longer than those of the other days of the week, but these women were all in stores, being employed either as saleswomen or in the workrooms. There was one store whose hours on Saturday were no longer than on the other days of the week, but in all the others, hours were extended on Saturday.

Almost nine-tenths of the white women in manufacturing plants and nearly three-fifths of those in laundries had a shortened Saturday, and in neither of these industries was Saturday longer than the other days. Twenty-nine women in laundries had no Saturday work.

Of the 13 manufacturing plants with a day of more than 9 hours, 11 had a Saturday shorter than the other days of the week, and 3 of the 5 with daily hours of less than 9 had a shorter Saturday schedule.

The stores that had the longest daily hours during the week also had long Saturday hours.

Although Saturday was shorter than the other days of the week for so many women, it was not necessarily a short day. Only 14.3 per cent of the white women had a Saturday of 6 hours or less, including those who had no work on Saturday, while for 37.5 per cent a so-called shorter day of from over 6 up to and including 9 hours was reported.

²³ U. S. Department of Labor. Women's Bureau. Standard and Scheduled Hours of Work for Women in Industry. Bul. 43, 1925, pp. 54-56, and succeeding reports.

The Saturday hours of the negro women were, on the whole, better than those of the white women, chiefly because no negro women worked in stores, the industry in which Saturday hours were the longest. No negro women had a Saturday longer than the other days of the week. Four per cent of the 1,252 for whom Saturday hours in relation to daily hours were reported were not required to work on Saturdays. More than half, 54.4 per cent, had the same hours on Saturday as on other days of the week.

In manufacturing establishments and in laundries the per cents of negro women having a shorter Saturday were much smaller than the per cents of white women. In factories this is due to three-fifths of the negro women being in certain food products, with six 10-hour days. In laundries 48.9 per cent of the negro women, compared to 28.8 per cent of the white, worked all day on Saturday. The custom of the industry rather than the type of labor would seem to determine the shorter day on Saturday. Nevertheless, of the white women in laundries 50 per cent had a Saturday of 7 hours or under or did not work on Saturday at all, and less than 25 per cent had a Saturday of over 9 hours; while of the negro women in laundries less than 24 per cent had the short Saturday or none and practically 46 per cent had one of over 9 hours.

Lunch period.

As Saturday hours determine the length of the week-end rest, so the lunch period determines the rest during the day's work. Table XIII shows that the time off at midday most commonly allowed was one hour—this for a little more than one-half (53.3 per cent) of the white women and a little more than one-third (34.6 per cent) of the negro women. Four of the laundries, all but 3 of the 47 stores, and 8 of the 27 manufacturing establishments reported an hour's recess at noon. Several factories had no regular lunch time, the employees eating while at work or taking off—at their own expense, since all were on piecework—whatever time was required; as one superintendent said, it was “up to them.” Large groups—42.7 per cent of the white women and 60.8 per cent of the negro women—had a 30-minute lunch period. These workers were all in manufacturing plants or in laundries. In practically all stores the time allowance was one hour. Two small establishments allowed two hours and one of a fair size gave only 45 minutes. The length of the lunch period and of the workday appeared to be as unrelated as were short Saturday hours and long daily hours. All the establishments with daily hours of 8 or less had a lunch period of an hour or more, while 13 of 15 plants with a day of 10 hours and over had but half an hour at noon.

Actual hours worked.

In a State where there is no law that requires the keeping of records of the hours worked by each employee, few firms are sufficiently interested to keep such books, as is shown by the fact that, of the 5,141 women in the establishments where scheduled hours were reported, records of hours actually worked could be obtained for only 178 white and 239 negro women. (Table XIV.) More than four-fifths (82 per cent) of these women were in one industry—laundries.

Although variations from the normal hours as shown in undertime and overtime are not of great significance unless their causes can be

ascertained, it is of interest to note that in a week considered to be fairly representative two-fifths of the 178 white women worked less than their scheduled hours and something over one-fourth worked overtime. Of the 75 women in manufacturing establishments for whom actual hours worked were obtained, three-tenths (30.7 per cent) lost some time in the week reported and about one-seventh (14.7 per cent) worked longer than the hours scheduled by their plants. Of those who worked less than their schedule, over one-third lost 15 hours or more, and of those who worked more than their schedule nearly one-half worked at least 15 additional hours during the week selected. In laundries more of the women worked undertime than in excess of their normal hours, most of the overtime workers differing from their schedule by less than 5 hours and most of the undertime group about equally divided between under 5 hours and 5 and under 10 hours.

Of the 239 negro women in laundries whose hours worked were reported, slightly more than one-half (52.7 per cent) lost some time, in most cases less than 5 hours, and slightly more than one-fifth (21.3 per cent) worked overtime, also less than 5 hours in most cases.

Although in Florida it was not customary to keep records of the number of hours worked, most of the firms visited had recorded for each woman the number of days on which she had been at work. (Table XV.) From these figures a general idea of the number of days lost can be obtained.

In every industry except fish canneries some white women had lost at least one day, but the number losing such time comprised less than one-fifth of the 3,473 white women for whom time worked was reported in days. In wooden-box making and in the miscellaneous manufacturing group none of the women for whom a record of days worked was secured had been present on every day of the week, and in certain food products two-fifths of the women had lost one day or more. The per cent of women working less than the number of days scheduled by the plant was smallest for laundry workers and for saleswomen in general mercantile establishments. Twenty-two of the women, only 0.6 per cent of those reported, worked on an extra day. These women were in cigar manufacturing and in store workrooms.

Days worked were recorded for only 419 negroes, and 381 of these were in laundries, where five-sixths of the women worked on the required number of days.

WAGES IN FACTORIES, STORES, AND LAUNDRIES

For the woman in industry, income from sources other than her labor service is nonexistent or at best negligible. Earnings are, therefore, of primary importance to her, since they determine her purchasing power, and this represents the extent to which she can obtain the chief material needs without which a well-balanced life is not possible. For most women workers the only basis of maintaining even the minimum health and decency standards, entirely aside from any allowance for some degree of pleasure in living, is the amount they receive for their labor.

The community is vitally concerned with the wage scale, since an adequate wage tends to insure freedom from the public support of dependents and forms the basis of individual opportunity for health, length of life, replacement by the birth of healthy children, and personal efficiency and happiness. The strictest social economy demands a wage sufficient to provide at least for the bare support of life, and this does not even include the exceedingly important item of savings against unemployment, illness, and old age.

This section excludes data in regard to the wages of women in hotels and restaurants; since practices in such establishments differ greatly from those prevailing in the other industries studied, they are considered separately on pages 60 to 62. The earnings of the negro women are analyzed on pages 49 to 54; these figures have been kept separate from those for the white women because of the marked difference in the earnings of the two groups. The discussion immediately following applies strictly to white women in manufacturing establishments, stores, and laundries.

WEEK'S EARNINGS OF WHITE WOMEN

Pay-roll records of one week's actual earnings were taken for 4,425 white women in factories, stores, and laundries. Except in the case of laundries, most of these records were taken for a pay-roll week in October, November, or December, 1928; a few were for a week in January, 1929, and occasionally an earlier period was selected in order to make certain that the figures related to a normal working week, one that was not influenced by seasonal fluctuations or unusual circumstances affecting time worked.

Table 4 shows the number of women working in each industry and the earnings they received for the week selected. All the women who appeared on the pay rolls during the week are included, and as some of these had worked undertime, some overtime, the range of earnings is wide—all the way from less than \$1 to more than \$40. Of course, the two extremes represent unusual cases that have no general significance. The earnings of more than two-thirds of the women were between \$7 and \$20; more than one-third had earnings of less than \$12.

The consideration of full-time workers only would represent a somewhat different situation. So far as it is possible to determine the number who worked full time, the earnings of such women will be discussed in a later section of this report. (See p. 41.)

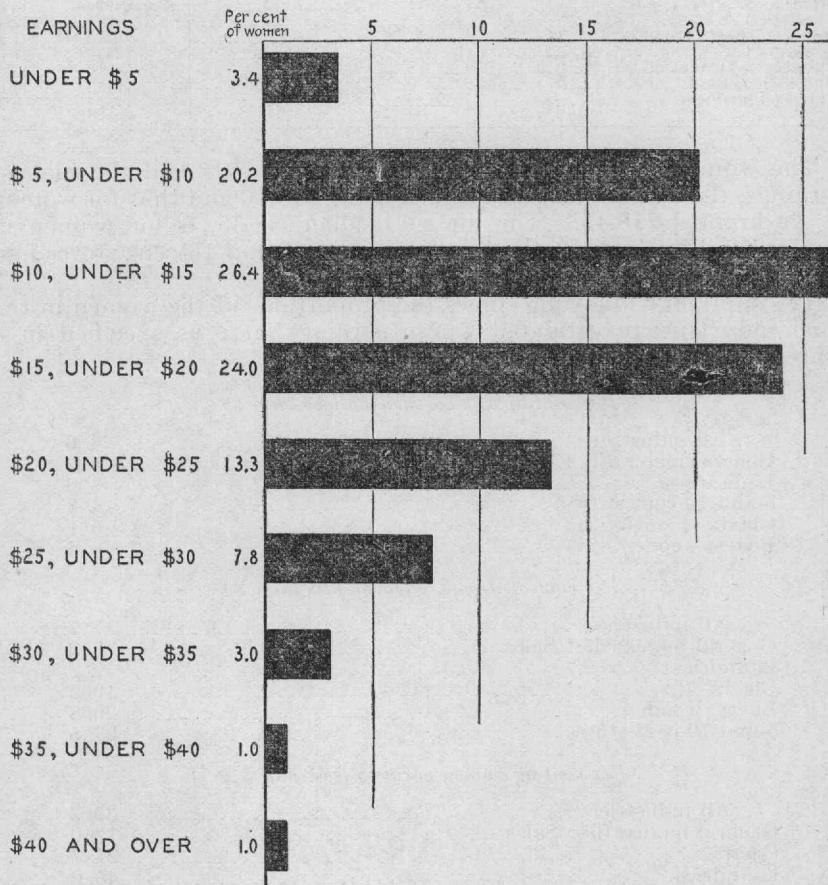
TABLE 4.—Week's earnings, by industry—White women

Week's earnings	Number of women earning each specified amount in—											
	All industries		The manufacture of—						General mercantile		5-and-10-cent stores	Laundries
			Boxes, wooden	Cigars	Food			Miscellaneous	Sales	Work-room		
	Number	Per cent distribution			Bread and bakery products	Fish, canned	Other food products					
Total	4,425	100.0	190	2,494	38	3	54	63	760	78	516	229
Median earnings	\$15.00		\$11.05	\$16.65	\$11.30	(1)	\$9.35	\$10.55	\$18.10	\$18.45	\$10.05	\$12.30
Under \$1	3			2			1					
\$1 and under \$2	23			17			1				4	1
\$2 and under \$3	37	3.4	4	23			2		1	6	1	
\$3 and under \$4	46			1				1				8
\$4 and under \$5	43			2			4	2			3	3
\$5 and under \$6	50			8			3	3			6	4
\$6 and under \$7	74			6			2	5	1		11	4
\$7 and under \$8	153	20.2	13	109			2	4	2		18	5
\$8 and under \$9	354			18	214	1		10	8	9		91
\$9 and under \$10	263			19			6	2	22		110	26
\$10 and under \$11	280			24			8	3	10	17	124	32
\$11 and under \$12	231			24			7	6	5	27	68	24
\$12 and under \$13	272	26.4	14	102			10		11	1	64	31
\$13 and under \$14	201			17	121	1			6	18	2	21
\$14 and under \$15	185			14			1	2	43	4	8	12
\$15 and under \$16	268			5				4	87	10	6	14
\$16 and under \$17	185			11					27	4		9
\$17 and under \$18	195	24.0	5	128				5	45	5	2	5
\$18 and under \$19	246			4	147	2		1	62	17	2	11
\$19 and under \$20	166			129				30	4		3	3
\$20 and under \$21	178			1			1	51	7		1	9
\$21 and under \$22	118			108			2	15				1
\$22 and under \$23	134	13.3	1	100				15				
\$23 and under \$24	93			82	72				48	1		1
\$24 and under \$25	64			55				13	3			3
\$25 and under \$30	344	7.8		240				9				
\$30 and under \$35	132			3.0	104			1	1	93	4	
\$35 and under \$40	44			26				22	4			
\$40 and over	43	1.0		11				15	2			
		1.0						27	5			

¹ Not computed, owing to the small number involved.

The accompanying chart gives a graphic presentation of the proportions of women in the various earnings groups. It shows that one-half the women reported (50.4 per cent) earned as much as \$10 but less than \$20.

WEEK'S EARNINGS OF 4,425 WHITE WOMEN¹



¹ Excludes hotels and restaurants

The median of the week's earnings of the 4,425 white women reported is \$15. The term median means that one-half of the women included earned more, one-half less, than the figure given.

There were, of course, great differences in the amounts ordinarily received by workers in the various industries. The following sum-

mary gives in descending order the medians of the week's earnings of the women reported in the industries having most women:

Industry	Number of women	Median of the week's earnings
General mercantile:		
Workroom.....	78	\$18.45
Sales.....	760	18.10
Cigars.....	2,494	16.65
Laundries.....	220	12.30
Bread and bakery products.....	38	11.30
Boxes, wooden.....	190	11.05
Miscellaneous manufactures.....	63	10.55
5-and-10-cent stores.....	516	10.05
Other food products.....	54	9.35

The women in general mercantile establishments had the highest earnings, the median for saleswomen being \$18.10 and that for women in workrooms \$18.45. The lowest median, \$9.35, is for women in certain food industries. Women workers in 5-and-10-cent stores had a median of \$10.05.

The summary following shows the proportions of the women in the chief industries investigated whose earnings were as specified in a representative week.

Per cent of women earning less than \$6

All industries.....	4.6
General mercantile: Sales.....	1.3
Laundries.....	3.9
5-and-10-cent stores.....	4.3
Cigars.....	5.1
Boxes, wooden.....	7.4

Per cent of women earning less than \$9

All industries.....	17.7
General mercantile: Sales.....	3.3
Laundries.....	9.2
Cigars.....	19.6
Boxes, wooden.....	26.8
5-and-10-cent stores.....	27.5

Per cent of women earning less than \$12

All industries.....	35.2
General mercantile: Sales.....	12.0
Cigars.....	27.7
Laundries.....	45.0
Boxes, wooden.....	62.1
5-and-10-cent stores.....	86.0

Per cent of women earning less than \$15

All industries.....	¹ 50.1
General mercantile: Sales.....	28.4
Cigars.....	40.7
Laundries.....	72.5
Boxes, wooden.....	85.8
5-and-10-cent stores.....	97.7

¹ The apparent discrepancy between this figure and a median of \$15 is due to the rounding of the median to the nearest 5-cent group.

Per cent of women earning less than \$18

All industries.....	64.7
General mercantile: Sales.....	49.3
Cigars.....	56.9
Laundries.....	84.7
Boxes, wooden.....	96.8
5-and-10-cent stores.....	99.2

In all industries combined nearly 5 per cent of the women earned under \$6, the proportion running as high as 7.4 per cent in the case of wooden-box manufacture. Of course, these figures include women who did not work full time, but the amounts earned are significant, since they represent what these women had to live on in the week of the survey. Earnings of workers who were on a full schedule are discussed on page 41, as far as it is possible to ascertain time worked. More than one-fourth of the women in the 5-and-10-cent stores and about the same proportion of those in wooden-box making received less than \$9. While a comparatively small proportion in laundries earned less than \$9, 45 per cent earned less than \$12. In wooden-box making nearly 60 per cent, in laundries over 60 per cent, and in 5-and-10-cent stores 70 per cent of the workers earned \$9 and less than \$15. General mercantile establishments and cigar factories had the largest proportions of women earning as much as \$18—respectively, 50.7 and 43.1 per cent.

Timework and piecework.

In many manufacturing occupations earnings of employees are figured on the basis of output, the earnings varying with the amount produced. Such workers are said to be on a piecework basis. Others, designated timeworkers, are paid according to the number of hours or days worked. Sometimes the two systems are combined, the woman being paid partly on a time, partly on a piece, basis.

Of the 4,342 women whose basis of work was reported, 41.9 per cent were timeworkers, 58 per cent were pieceworkers, and 0.1 per cent were employed on both timework and piecework. (Table XVI.) In the manufacturing industries for which records were secured, 91.1 per cent of the women were pieceworkers. That there was such a large proportion of pieceworkers was due in part to the predominance of the cigar industry, in which this system prevails. The summary following shows the proportions of timeworkers and pieceworkers in the chief industries.

Industry	Number of women	Per cent of women on—	
		Timework	Piecework
Manufacturing:			
Boxes, wooden.....	190	37.4	62.6
Cigars.....	2,427	1.6	98.3
Food products.....	85	96.5	2.4
Miscellaneous.....	62	82.3	17.7
General mercantile.....	838	100.0	-----
5-and-10-cent stores.....	516	100.0	-----
Laundries.....	224	100.0	-----

¹ Commission on sales not considered.

It will be seen from the foregoing that all women in stores and laundries and most of those in the manufacture of food products were timeworkers, and that nearly all in cigar factories and three-fifths of those in wooden-box making were pieceworkers.

Table XVII in the appendix gives the number of women who were on each basis of payment and their distribution at various ranges of earnings. The median of the week's earnings of timeworkers was \$12.80; that of pieceworkers was considerably more, \$16.45. While earnings under the two systems differ so noticeably, the essential fact that underlies this situation is that in many cases the occupations paid according to the two methods differ materially in the degree of skill required. This fact must be kept in mind throughout the entire discussion of this subject.

The proportions of timeworkers and of pieceworkers whose earnings fell in certain specified groups are as follows:

	Per cent
Under \$9:	
Timeworkers.....	14. 1
Pieceworkers.....	19. 2
Under \$12:	
Timeworkers.....	42. 9
Pieceworkers.....	28. 6
Under \$18:	
Timeworkers.....	72. 1
Pieceworkers.....	58. 4

A considerably larger proportion of pieceworkers than of timeworkers received as much as \$18, but it is apparent also that a larger proportion of pieceworkers than of timeworkers received less than \$9. This illustrates a condition frequently found: That earnings of the group of pieceworkers are likely to cover a much wider range than are those of the group of timeworkers.

Earnings and time worked.

Thus far the discussion has been concerned only with the amounts of money paid to the women during the week surveyed and has disregarded the number of days or hours worked in earning such amounts. While the sum earned is of first importance, the hours of work required are a matter of great significance.

In any survey it is not possible in all cases to obtain records of time worked, and frequently the figures available in the various establishments are not in comparable form. Definite data on the number of hours worked usually can be obtained for timeworkers, but not always even for these. For example, in stores, and sometimes in other industries, attendance reports generally show for each woman only the number of days on which she was present, regardless of whether or not she remained throughout the day or half day. In Florida, firms are less likely to keep records of hours worked than they are in States where the legal regulation of hours requires that such records be kept.

For pieceworkers it is especially difficult to get the data on time worked, since the payment of this class of workers is based upon output, and the plants do not always keep even a record of the days on which they are present. The significance of this fact will be understood when it is remembered that pieceworkers formed 58 per cent of all the women for whom a report was made, 91.1 per cent of the women in the manufacturing industries and 98.3 per cent of those in the cigar industry.

Earnings and hours worked.—Time worked was reported in hours for only 178 white women. (See Table XVIII.) Of these, 62.9 per cent earned \$8 and under \$14, 22.5 per cent earned \$14 or over, and the median of the week's earnings of the group was \$11.

Women who worked less than 36 hours during the week selected were either part-time workers or had considerable absence during the period. It is not surprising that the median of their earnings was lower than appeared in any other hour classification. Although the group having the longest hours had the highest median, longer hours do not always mean higher pay.²⁴ Even in those instances in which the median increased as the work hours lengthened the increase bore no direct relation to the differences in time worked. The group of women whose week was 54 hours had a median lower than that of women who had worked 48 and under 54 hours, and women working 58 and under 60 hours had a lower median than had those who worked 44 and under 48 hours. Unpublished material shows that 11 women had worked over 68 hours, and three of these received under \$11.

As was to be expected, very few of the women whose time worked was reported in hours were in the two important piecework industries—cigar manufacture and wooden-box making. (Table XX.) The largest number in the group were the 103 women in laundries. In this industry those reported as having worked over 55 and under 58 hours had a median of earnings considerably below that of the women who had worked over 44 and under 54 hours. The medians of the women in laundries during different hour periods were as follows:

Hours worked	Number of women	Median of the week's earnings
Total.....	1 103	\$11.65
Under 44.....	28	9.45
Over 44 and under 54.....	21	13.25
Over 55 and under 58.....	16	12.00
60 and over.....	22	18.75

¹ Total includes 16 women in groups too small for the computation of medians.

Earnings and days worked.—Time worked was reported in days for 3,473 women and the median of the earnings of this group was \$14.65. (Table XVIII.) Of these women, 73.7 per cent had worked on six days, and their median was \$15.55, but nearly 20 per cent of these 6-day workers received less than \$10 and just over 13 per cent of them earned \$25 or more.

The largest group of women whose time worked was reported in days were in cigar making. (Table XX.) The piecework system prevailed in this industry, and it was accompanied by a high degree of irregularity in work and in earnings. Exact data were not obtainable, since the records of establishments did not show whether a worker actually remained for the whole of each day on which she was reported present or for only a few hours of work. For this reason it is not surprising that the progression in earnings with each additional day on

²⁴ It is noticeable that most of the women in the group that had the longest hours were laundry workers, though the 4 working respectively 70, 77½, 83, and 84½ hours, and earning \$17.50 to \$37.07, were in miscellaneous manufacturing.

which work was done, although marked, was irregular. The medians of the earnings of the cigar workers reported as present on different numbers of days were as follows:

Days on which work was done	Number of women	Median of the week's earnings
Total ¹	1,932	\$15.55
1.....	43	2.40
2.....	21	5.15
3.....	24	7.20
4.....	68	9.50
5.....	330	12.65
5½.....	200	16.25
6.....	1,227	17.55
7.....	16	28.00

¹ Total includes 3 women who worked, respectively, 2½, 3½, and 4½ days, not shown separately.

In stores the situation differs somewhat from that in cigar manufacturing. When a woman was reported as having been present on such-and-such days it is probable that she had remained throughout the entire working period. Therefore the figures obtained may be taken as fairly representative of the actual earnings of women in stores who had worked for the stated number of days. The median of the earnings of saleswomen in general mercantile establishments who had worked on 6 days is contrasted with that of the group who worked on less than 5 days in the following:

Number of days on which work was done	Number of women reported	Median of the week's earnings
Total ¹	736	\$18.10
Less than 5.....	29	8.75
6.....	685	18.40

¹ Total includes 11 women who worked on 5 days and 11 women who worked on 5½ days, not shown separately.

The foregoing shows that the median for women working 6 days was 52.4 per cent above that of the women working less than 5 days. In 5-and-10-cent stores there was somewhat less difference in corresponding medians, 47.6 per cent. The following shows earnings of women working in 5-and-10-cent stores on 6 days and on less than 5 days.

Number of days on which work was done	Number of women reported	Median of the week's earnings
Total ¹	513	\$10.05
Less than 5.....	35	5.40
6.....	443	10.30

¹ Total includes 20 women who worked on 5 days and 15 women who worked on 5½ days, not shown separately.

In laundries the 121 white women for whom time worked was reported in days had a median of \$12.80. Eighteen of these women

had worked on 5½ days and the median of their earnings was \$15.35; 98 had worked on 6 days and the median of their earnings was \$12.75. In this industry there is no certainty as to whether a woman who had been present on a certain number of days had worked throughout each day.

Earnings of full-time workers.

The preceding section dealt with the actual time worked during the week but took no account of how this corresponded with the normal working schedule of the plant. Since the earnings of women who had worked the time scheduled by their firms as a regular week are important as representing the amounts steady workers are likely to receive, separate consideration is given here to the earnings of full-time workers.

The tabulation of full-time workers (Table XIX) includes women whose time was reported in hours and women whose time was reported in days. It also includes women whose time worked was not reported if their earnings were the same as their rates. In the case of women whose time was reported in days, if an employee had worked on the number of days constituting the full schedule of the plant, she was counted as a full-time worker; it is probable that the time she had worked was a very close approximation to the regular weekly schedule of the plant. The table shows the earnings of 2,824 women who, on the basis described, had worked the firm's scheduled week, tabulated according to industry. The median of the week's earnings of these women is \$15.60—60 cents more than the median found for all women regardless of the time they worked.

A comparison of the proportions of the full-time workers whose earnings fell within certain ranges with the proportions of the total number of women reported in these groups is presented in the following summary. It is apparent that the proportion of all women for whom earnings were reported appearing in the lower-earnings groups is much larger than is the proportion of full-time workers in these same classifications.

Earnings received	Proportion of—	
	All women whose earnings were reported ¹	Full-time workers ²
Under \$6.....	4.6	0.1
Under \$9.....	17.7	12.5
Under \$12.....	35.2	30.0
Under \$15.....	50.1	45.9
Under \$18.....	64.7	62.0

¹ Total number, 4,425.

² Total number, 2,824. For definition, see paragraph next but one preceding.

In the industries having the largest numbers reported—cigar factories, 5-and-10-cent stores, and saleswomen's occupations in general mercantile establishments—the proportions of full-time workers earning given amounts were similar to those of all workers. In only one instance was the difference as high as 5 points; this was in 5-and-10-cent stores in the group receiving less than \$9.

Up to this point the earnings of full-time workers—as far as it could be approximately ascertained whether or not the women reported worked the full schedule—have been compared with the earnings of all women for whom pay-roll records were secured. Included in this latter group were the women whose time worked was not obtainable, and undoubtedly some of these must have been full-time workers. Therefore, a comparison of the earnings of full-time workers with the earnings of women for whom time worked was reported will give a more accurate basis for the consideration of the proportions of full-time workers in different industries and also for a comparison of the medians of the earnings in these industries. This may be made from the table following.

TABLE 5.—Median of the earnings of white women who worked the firm's scheduled week¹ compared to that of all women for whom time worked was reported, by industry

Industry	Women who worked the firm's scheduled week ¹		Median earnings of—		Per cent by which median earnings of full-time workers exceeded those of all women for whom time worked was reported ¹
	Number	Per cent that full-time workers constituted of women for whom time worked was reported ¹	Full-time workers ¹	All workers for whom time worked was reported	
All industries.....	² 2,824	77.3	\$15.60	³ \$14.30	9.1
Manufacturing:					
Cigars ¹	1,416	73.2	17.05	15.50	10.0
Food—					
Bread and bakery products.....	35	92.1	11.50	11.30	1.8
Other food products.....	32	72.7	12.00	11.00	9.1
Miscellaneous.....	18	35.3	10.55	11.15	⁴ 5.4
General mercantile:					
Sales.....	685	93.1	18.40	18.10	1.7
Workroom.....	63	80.8	18.60	18.45	.8
5-and-10-cent stores.....	443	86.4	10.30	10.05	2.5
Laundries.....	130	58.0	13.25	12.40	6.9

¹ Included as full-time workers are women who worked the hours per week scheduled by the firm, those who worked on the number of days scheduled, and those whose rates and earnings were identical though time worked was not reported. In the case of the important piece-work industry, cigar making, the figures are liable to considerable inaccuracy, since women who were present on a certain number of days were less likely than in most of the other industries to have remained throughout the day.

² Total includes 2 women in food manufacturing, not shown separately because number too small for the computation of a median.

³ Total includes also 30 women in wooden-box making (median, \$9.75), none of whom worked full time.

⁴ In this case the median of full-time workers was below that of all women.

The proportion of women who worked full time was large—77.3 per cent of all whose time worked was reported—and their median was only a little over 9 per cent above that of all reporting on time. The greatest difference in medians was in the cigar industry, where nearly three-fourths of the women were full-time workers with a median 10 per cent above that of all women with time reported. Of the industries with considerable numbers the next greatest difference in medians was in laundries, where less than three-fifths of the women worked full time and their median was 6.9 per cent above that of all women whose time worked was reported. Though in cigar factories and in laundries just over one-fourth of the women lost time, 16.5 per cent of the women in laundries, in contrast to less than 1 per cent of those in cigar factories, worked overtime.

Of the other important industries, general mercantile establishments and 5-and-10-cent stores show the largest proportions of full-time workers, and, as would be expected, in each case these had median earnings of full-time workers only a little above those of all the women in the same industry whose time worked was reported.

Earnings and hours of full-time workers.

The data secured made it possible to give exact or approximate hour schedules for 2,332 women—timeworkers and pieceworkers—considered as having worked the firm's scheduled week. The medians of the week's earnings for each of the different industries are shown by hour groupings in Table XXI. Where the daily hours scheduled by a firm were known, a woman whose days worked were reported was counted as having worked full time on each day she was present, although it could not be ascertained from the record whether she had always remained the full day.

The group of women who had worked scheduled hours of 48 and under 50 had the highest median of all, \$21.50. The group of women who had worked the scheduled week of over 54 and under 58 hours was the largest in number, and their median (\$10.55) was less than half the median shown for the 48-and-under-50-hour group. Laundry work is the only industry in which longer hours were combined with higher earnings. In general mercantile, the industry having the highest median for women working the scheduled week of the establishments, the largest group had worked a schedule of over 50 and under 54 hours, yet the median of the earnings of the saleswomen in general mercantile was one-fourth below the median of the group with hours of 48 and under 50; in 5-and-10-cent stores, which had the lowest median of any industry for the women whose working hours corresponded with the schedules of their firms, the largest number of women had worked a schedule of over 54 and under 58 hours. The median of the earnings of this group (\$10.20) is one-seventh less than the median of the women in this industry who had worked a 50-hour schedule.

Earnings and rates.

The actual amounts that the women receive during a week are not always the same as the weekly rates that the employer contracts in advance to pay. Loss of time due to plant or personal reasons causes a woman's earnings to fall below the rate, and on the other hand overtime may be responsible for earnings in excess of the rate. From the foregoing discussion of earnings may be learned the amount the worker has to meet her week's expenses, but the standard of payments prevailing in an industry must be learned from the rates of pay.

Obviously it is not possible to obtain weekly rates for pieceworkers, since the earnings of this group depend upon output. Of the women reported in Florida, pieceworkers constituted 58 per cent, most of them in the chief manufacturing industry, cigar making. For 1,755 timeworkers whose rates were ascertained, Table XXII in the appendix gives the weekly rate and the week's earnings, by industry, and Table 6, presented next, enables the making of a comparison of the different industries as to the variation between the rates and the actual earnings of the women they employ.

TABLE 6.—Median of the weekly rates and of the week's earnings, by industry—
White women

Industry	Number of women reported	Median of the weekly rates	Median of the week's earnings	Per cent by which median earnings exceeded (+) or fell below (-) median rate
All industries.....	1,755	\$12.90	\$12.65	-1.9
Manufacturing:				
Boxes, wooden.....	68	11.50	10.65	-7.4
Food—				
Bread and bakery products.....	38	10.00	11.30	+11.5
Other food products.....	44	12.00	11.00	-8.3
Miscellaneous.....	50	10.50	10.00	-4.8
General mercantile:				
Sales.....	747	17.60	18.15	+3.1
Workroom.....	78	18.50	18.45	-.3
5-and-10-cent stores.....	516	10.30	10.05	-2.4
Laundries.....	204	12.50	12.05	-3.6

¹ Total includes 10 women in cigars, not shown separately because number too small for the computation of a median.

The median of the earnings of all women reported fell 1.9 per cent below the median of the rates. In most industries the loss of time caused discrepancies much greater than this. The differences were greatest in certain food products and in wooden-box making, earnings falling below rates by 8.3 and 7.4 per cent, respectively. In each of these there was a large proportion of lost time and no offsetting overtime. In only two groups, a few women in bakeries and 747 saleswomen in general mercantile establishments, did the median of the earnings exceed the median of the rates, the differences being 11.5 and 3.1 per cent, respectively. In the case of bakeries the explanation lies in an attendance bonus received by most of the women included; in that of stores, it lies in the sales commission that usually is given in this industry, which also had a large measure of full time worked. Because the saleswomen formed such a large proportion of those reported, they so affected the total figure as to make it unrepresentative of most of the industries.

Rates and scheduled hours.

It has been shown that for the comparatively few women whose time worked was reported in hours there was no consistent rise in earnings corresponding to additional hours of work; and that this was also true for the women—timeworkers and pieceworkers—whose records showed attendance on the days or hours required. A discussion of rates in connection with scheduled hours should reveal any direct relation between the rate of pay offered and the number of hours of work as set by the management.

Table XXIII in the appendix gives the weekly rate and the scheduled weekly hours of 1,737 women. In the following summary of this table are shown the medians of the women's rates according to hours required.

Scheduled hours	Number of women reported	Median of the weekly rates
Total ¹	1,737	\$12.95
Over 44 and under 48.....	31	11.70
48 and under 50.....	259	18.65
50.....	52	11.85
Over 50 and under 52.....	348	15.30
52.....	79	17.25
Over 52 and under 54.....	183	16.00
54.....	164	10.75
Over 54 and under 55.....	28	10.50
55 and under 58.....	492	10.40
60 and over.....	83	12.75

¹ Total includes 13 women with scheduled hours of 58 and under 60, not shown separately because number too small for the computation of a median.

The foregoing emphasizes the fact that long hour schedules are no more likely to mean high standards in rates of pay than are long hours worked to mean increases in earnings. Women in plants having a schedule of 48 and under 50 hours had the highest rate, and those with 52 hours were next. For the groups having a schedule of more than 52 hours the median of the weekly rate fell as the hours lengthened until the group in the 55-and-under-58-hour classification was reached, with the lowest median of all—44.2 per cent below that of the women whose schedule was 48 and under 50 hours.

General mercantile establishments, 5-and-10-cent stores, and laundries were the only industries in which the numbers of women in the different hour schedules made the computation of a median significant. (Table XXIV.) Saleswomen in general mercantile establishments had median rates for the scheduled hours specified as follows:

Scheduled hours	Number of women reported	Median of the weekly rates
Total ¹	747	\$17.60
Over 48 and under 50.....	198	18.95
Over 50 and under 52.....	299	15.30
52.....	63	17.30
Over 52 and under 54.....	120	18.65
Over 55 and under 58.....	52	14.65

¹ Total includes 15 women in other hour groups, not shown separately because numbers too small for the computation of medians.

The saleswomen having the shortest hour schedules had the highest median rate and, though the regression was not continuous, those having the longest schedule had the lowest median rate.

For women working the different hour schedules in 5-and-10-cent stores the following median rates are shown:

Scheduled hours	Number of women reported	Median of the weekly rates
Total.....	516	\$10.30
50.....	49	11.95
54.....	31	9.60
Over 54 and under 55.....	16	10.35
Over 55 and under 58.....	420	10.25

In this industry the highest median was that of the women with the shortest hour schedule. Hours for this group exceeded the shortest hour schedule for saleswomen in general mercantile establishments, but the rate was considerably lower.

No regular progression in rate corresponding to increased-hour schedules was apparent in laundries, which differed from the industries already discussed in having the highest median rate in a group with one of the longest hour schedules. Medians for women in laundries, according to hour schedules, were as follows:

Scheduled hours	Number of women reported	Median of the weekly rates
Total ¹	204	\$12.50
Over 44 and under 48.....	20	11.90
Over 52 and under 54.....	34	12.15
54.....	56	12.10
Over 55 and under 58.....	15	13.85
60 and over.....	42	12.75

¹ Total includes 37 women in other hour groups, not shown separately because numbers too small for the computation of medians.

Earnings and experience.

Another question of importance in connection with the employment of women is that of whether women workers remain a considerable length of time in their jobs and whether their earnings increase with experience to such an extent as to warrant their continuance with the work. Table XXV in the appendix shows the medians of the week's earnings of 1,786 women according to experience in the industry. More than one-fifth of the women (21.3 per cent) had been in the trade for less than a year. However, a considerable degree of stability is shown in the fact that 28.9 per cent of the total had been in the trade 5 years or longer, including 7.6 per cent who had worked for 10 but less than 15 years and 6.8 per cent who had remained for 15 years or more.

During the first five years the successive increases in the medians illustrate the general situation—that the growth was continuous although not regular. These increases were as follows:

From preceding period to—	Per cent increase in median
1 and under 2 years.....	17.8
2 and under 3 years.....	10.3
3 and under 4 years.....	11.5
4 and under 5 years.....	2.3

As compared with the median of the earnings of women who had worked less than one year, the increase for those who had worked for longer periods was as follows:

	Per cent increase in median
1 and under 2 years.....	17.8
4 and under 5 years.....	48.1
5 and under 10 years.....	54.2
10 and under 15 years.....	72.9

This shows that when other groups are compared with women having less than one year's experience there was quite a considerable increase just after the first year, nearly three times as great an increase

in the 4-and-under-5-year period, and worth-while increase in the groups above that.

It is probable that in the period covering less than a year's experience many inexperienced and unstable workers are included, so the grouping 1 and under 2 years may be considered a fairer gauge for comparison. The increases from this period were as follows:

	Per cent increase in median
4 and under 5 years.....	25. 8
5 and under 10 years.....	30. 9
10 and under 15 years.....	46. 8

The 4-and-under-5-year median may be taken to represent the earnings of those who have had considerable experience, and increases based upon this as a standard are as follows:

	Per cent increase in median
5 and under 10 years.....	4. 1
10 and under 15 years.....	16. 7

The difference between the medians with experience of 5 and under 10 years and of 10 and under 15 years is an increase of 12.1 per cent with the longer service. Women who reported experience of 15 years or more had a median 5 cents below that of the 10-and-under-15-year group.

On the whole, it appears that the group having 10 and under 15 years' experience were in line for the best earnings, although this did not necessarily mean a continuous increase for every year; for the women remaining beyond 15 years conditions were slightly less favorable.

While this was the general situation, there were differences in the various industry groups. For women in cigar factories, the manufacturing industry having not only the largest number of women reported but the highest median of earnings, the medians rose continuously but not regularly for the groups given, up to 10 years of experience, after which they fell. In wooden-box making the median for women who had worked 3 and under 4 years was below that of those with only 1 and under 2 years' experience, but after 4 years the medians rose, the highest being that of women who had been in the trade 15 years or longer. The earnings of saleswomen in general mercantile establishments fluctuated without regard to experience in the groups who had worked less than 10 years, but for the women who had worked 10 and under 15 years and 15 years and over the medians rose considerably—22.8 and 30.7 per cent, respectively—above the median of the 5-and-under-10-year group. In 5-and-10-cent stores too few women had remained as long as 10 years to make the computation of a median significant, but prior to that, except for the slight drop in the 4-and-under-5-year group, the earnings rose for each successive period and the women in the 5-and-under-10-year group had the highest median.

YEAR'S EARNINGS OF WHITE WOMEN

Up to this point the discussion has been confined to the earnings of only one week, and the period selected must have contained no holidays and no shutdowns or other unusual circumstances; in other words, it must have been one in which there was no irregular amount of lost time or of overtime. Few workers are likely to have a full

succession of such normal weeks throughout the year. While the woman in industry must meet her expenses for the full 52 weeks, her earnings often suffer from some loss of time, whether due to plant or to personal reasons. It is necessary, therefore, to supplement data on week's earnings with some material in regard to the full year's earnings. Table XXVI in the appendix gives such information for 139 white women in various lines of employment, including a few in hotels and restaurants, an industry for which week's earnings are discussed in a section of the report separate from the rest. The fact that year's earnings could be obtained for such a small proportion of those for whom week's earnings were ascertained—only 3.1 per cent, when effort was made to get 10 per cent—is due largely to the seasonal character of Florida industries and the incompleteness of records in many of the plants.

The women whose year's earnings were taken were the steady workers who had been with the plant at least a year and who had worked 44 weeks or longer. For the 139 women reported the median was \$781. About one-fourth of these women had received less than \$600; about the same proportion \$1,000 or more. In the three industries in which a sufficient number were reported to make possible the computation of a median, year's earnings were as follows:

Industry	Number of women reported	Median of the year's earnings
Cigars.....	23	\$786
General mercantile (sales).....	57	1,020
5-and-10-cent stores.....	31	576

In the food industries nearly all the women reported had received less than \$650; year's earnings as low as this were found for only 3 of the 10 women in box factories and 3 of the 23 in cigar making for whom data on year's earnings were reported. In general mercantile establishments, with the exception of one woman who had received between \$600 and \$650, all those reported had been paid \$700 or more, while in 5-and-10-cent stores only 5 of the 31 women had received as much as \$700. More than three-fifths of those for whom records were secured in the 5-and-10-cent stores earned less than \$600.

ADEQUACY OF EARNINGS

Measurement of the adequacy of earnings is difficult, since it involves not only an estimate of the necessary items of expenditure in a budget but a knowledge of other variant factors, such as fluctuations in costs. However, some indication of what experts consider an adequate wage may be obtained from certain estimates of minimum-wage commissions and various budget studies, and the amounts may be compared with the median of the week's earnings, \$15, and the median of the year's earnings, \$781, of the white women in Florida. It must be remembered that one-half of the women studied had to subsist on amounts below the median figure, while the figure given in budget studies ordinarily represents the minimum for wholesome and decent living. Official figures from the District of Columbia will serve as a basis for comparison.

A cost-of-living study made in 1918 by the District of Columbia Minimum Wage Board found \$16 the minimum for an adequate

budget. If this be adjusted for 1926 by the cost-of-living index prepared by the Bureau of Labor Statistics of the United States Department of Labor from its comprehensive studies of staple commodities in all parts of the country, the figure will be found to be \$16.10.²⁵ This would give a minimum of \$837.20 for 52 weeks.

While the median of \$15 found in Florida is well below the \$16.10 referred to, it is probable that the difference is not unlike that in the cost of living. In December, 1928, according to figures published by the Bureau of Labor Statistics, meat, butter, and eggs were cheaper in Jacksonville than in Washington, but the important staples of milk, bread, cereals, potatoes, sugar, coffee, and even bananas were dearer in the Florida city.²⁶ In Florida fresh vegetables are more easily available at low cost at all seasons, rents are not relatively high, and the expenditures for fuel are certainly less than in Washington.

Although it is true that a number of the women in Florida industries received \$15 or more, one-half of those for whom earnings were reported in this survey received less than \$15, and more than one-third under \$12 a week, and about one-fourth of those reported received less than \$600 during the year. From this it is obvious that many women are subsisting on less than what is recognized in recent available studies as a reasonable American standard of health and decency.

WAGES OF NEGRO WOMEN

Information on week's earnings was obtained for 1,266 negro women. Of these, 56.3 per cent worked in laundries, 12.2 per cent in cigar factories, and the remainder, excepting 1 woman, in various food industries. The table next presented shows that the earnings of these women ranged from less than \$1 to \$25 and under \$30, but 41 per cent received less than \$6 and only 3.2 per cent received \$15 or above. The chart on page 50 gives a graphic presentation.

That the earnings of negro women in Florida industries are extremely low is apparent. The proportions of women receiving under \$6 were not so great in laundries and in cigar factories as in all industries combined, being 18.5 per cent in laundries and 32.3 per cent in cigar factories. Of the two branches of food manufacturing in which some negro women were found, no woman in the miscellaneous food group earned as much as \$8 and all but one in the fish canneries received less than \$14. In cigar plants 6 women earned \$16 or more, and in laundries 2 earned as much as \$24 and 5 earned \$20 and under \$22.

The medians of the various industries as shown in Table 7 are as follows:

All industries.....	\$6. 65
Laundries.....	7. 85
Cigar factories.....	7. 10
Fish canneries.....	6. 90
Other food establishments.....	3. 60

²⁵ U. S. Department of Labor, Women's Bureau. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. Bul. 61, 1928, p. 144.

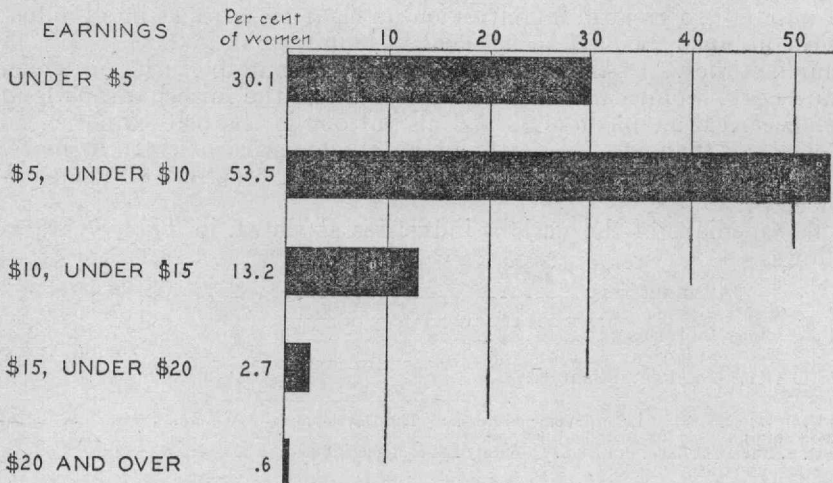
²⁶ U. S. Bureau of Labor Statistics. Monthly Labor Review, February 1929, pp. 153 and 160.

TABLE 7.—*Week's earnings, by industry—Negro women*

Week's earnings	Number of women earning each specified amount in—				
	All industries	The manufacture of—			Laundries
		Cigars	Food		
			Fish, canned	Other food products	
Total.....	1 1,266	155	58	339	713
Median earnings.....	\$6.65	\$7.10	\$6.90	\$3.00	\$7.85
Under \$1.....	27			25	2
\$1 and under \$2.....	45	4	1	34	6
\$2 and under \$3.....	77	8	1	57	11
\$3 and under \$4.....	128	9	11	93	15
\$4 and under \$5.....	104	12	2	70	20
\$5 and under \$6.....	138	17	3	40	78
\$6 and under \$7.....	179	25	12	17	125
\$7 and under \$8.....	157	31	7	3	116
\$8 and under \$9.....	124	16	6		102
\$9 and under \$10.....	78	16	4		58
\$10 and under \$11.....	80	5	4		71
\$11 and under \$12.....	30	3	2		25
\$12 and under \$13.....	40	2	2		36
\$13 and under \$14.....	13	1	2		10
\$14 and under \$15.....	4				4
\$15 and under \$16.....	5				5
\$16 and under \$17.....	5	4			1
\$17 and under \$18.....	5	1			4
\$18 and under \$19.....	11				11
\$19 and under \$20.....	8	1	1		6
\$20 and under \$21.....	2				2
\$21 and under \$22.....	3				3
\$22 and under \$23.....	1				1
\$23 and under \$24.....	1				1
\$24 and under \$25.....	1				1
\$25 and under \$30.....	1				1

¹ Total includes 1 woman in a clothing factory, not shown separately. She received \$6.

WEEK'S EARNINGS OF 1,266 NEGRO WOMEN¹



¹Excludes hotels and restaurants

Earnings of timeworkers and pieceworkers.

The method of payment was reported for 1,164 negroes, of whom 56.1 per cent were on timework, 43 per cent on piecework, and the remaining few on a combination of the two systems. The median of the week's earnings of the timeworkers is \$7.80; that for the pieceworkers, \$4.40. The proportions of timeworkers and of pieceworkers in certain earnings groups given in the summary following show that pieceworkers more than timeworkers received the very low amounts.

Under \$6:		Per cent
Timeworkers.....	-----	18.7
Pieceworkers.....	-----	70.5
Under \$9:		
Timeworkers.....	-----	65.8
Pieceworkers.....	-----	91.8

The highest earnings of timeworkers—\$26.05 and \$24.15—were reported for two women who worked for very long hours in a laundry. The highest earnings received by pieceworkers were between \$19 and \$20, and the largest amount paid to a pieceworker in the laundry industry was between \$12 and \$13. While a few of the women paid according to output might be able to earn fairly high amounts, most of them received very little, and even the best paid had earnings considerably less than those of the highest-paid timeworkers. Both among all women whose basis of payment was reported and among those in laundry work—the industry in which well over one-half of those reported were engaged—timeworkers had the more advantageous showing as to earnings. Any discussion of timeworkers and pieceworkers must never lose sight of the fact that women employed under these different systems frequently were engaged in processes requiring entirely different degrees of skill.

Earnings and time worked.

Week's earnings in relation to time worked were reported for 679 negroes, the median being \$7.95. Of the 416 women whose time was reported in days, earnings ranged from \$1 to \$20, and the median was found to be \$7.65. For the 263 having time reported by hours the range was from \$1 to \$30, and the median was \$9.20. Table 8 gives the number and the median of the earnings of women according to the hours or days worked during the week for which pay-roll records were secured.

TABLE 8.—Median of the week's earnings, by time worked—Negro women

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS			B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS		
Hours worked	Number of women reported	Median of the week's earnings	Days on which work was done	Number of women reported	Median of the week's earnings
Total.....	263	\$9.20	Total.....	416	\$7.65
Under 30.....	25	3.60	3½ or less.....	25	3.25
30 and under 36.....	11	6.70	4.....	24	5.50
36 and under 44.....	21	9.55	5.....	37	6.55
Over 44 and under 48.....	13	8.25	5½.....	22	8.70
Over 48 and under 54.....	17	8.50	6.....	308	7.90
54 and under 58.....	17	10.40			
58 and under 60.....	57	10.55			
60 and over.....	102	7.80			

From the foregoing table it will be seen that the groups having the highest medians of earnings had worked 58 and under 60 or 54 and under 58 hours. Those who had worked 60 hours and over constituted the largest group (nearly 40 per cent) of the women having time reported by hours, but the median of their week's earnings fell 26.1 per cent below that of the hour group next preceding, and it is found to be lower than the median of any other group of women who had worked as long as 36 hours. The 102 women in this long-hour group were in laundries, and the woman who received the highest earnings—\$25 and under \$30—had worked the longest hours, 74½. While about one-fourth of this group earned more than \$18—an amount higher than was reported for any woman working shorter hours in laundries—one-half of them earned less than \$7.80. The median of earnings for all negro women whose time worked was reported in hours is \$9.20.

Of the women whose time worked was reported in days, nearly three-fourths had worked on 6 days; over one-fourth of this group earned less than \$7 and the median of their earnings is \$7.90, less than the amount shown for the 22 women who had worked on 5½ days. Those who had worked on 5½ or 6 days may have been full-time workers; over 12 per cent of them earned more than \$12, an amount higher than was received by any woman in the shorter periods reported.

On the whole, it may be stated confidently that the increase in earnings bore no exact relation to the increase in time actually worked. Of those who had worked the longest hours a few had earnings considerably above those of other women, but many had very low earnings, and the medians of earnings of the longest-hour group were below those of five groups with shorter hours.

Earnings of full-time workers.

There were 357 negro women who had worked the firm's scheduled week—52.6 per cent of all women for whom time worked was reported. The earnings of these women ranged from \$5 to \$20; 82.4 per cent received less than \$10 and only 2 per cent as much as \$15. The median of the earnings of these full-time workers is \$7.60, an amount 4.4 per cent below the median of the earnings of all negro women for whom time worked was reported. Most of the full-time workers (345) were in the laundry industry, and for these the median is found to be \$7.55, a figure falling 6.2 per cent below the median of all the laundry workers whose time worked was reported.

Earnings and hours of full-time workers.

The scheduled hours were reported for 354 full-time workers, and only 6 of this number earned as much as \$15. Three of these had a schedule of 54 hours, 1 a schedule of 55 and under 58 hours, and 2 a schedule of 60 and under 62 hours. The summary following gives the medians of the week's earnings of the women who had worked the various hour schedules reported as far as could be ascertained

Scheduled hours	Number of women	Median of the earnings
Total.....	354	\$7.60
Under 48.....	3	(¹)
52.....	29	5.60
52 and under 54.....	22	12.25
54.....	76	9.60
Over 55 and under 58.....	34	8.15
Over 58 and under 60.....	25	6.55
60 and under 62.....	165	7.20

¹ Not computed, owing to the small number involved.

Full-time workers having schedules of 52 and under 54 hours had the highest median, and for each group thereafter, except for a slight increase in the 60-and-under-62-hour group, the medians of the week's earnings decreased as the hour schedules lengthened.

Earnings and rates.

Data on both earnings and rates were secured for 594 negro women, all but 1 of whom were in laundries. The median of the weekly rates of these women is the same as the median of their earnings, \$7.70. Their distribution was as follows:

Amount	Number of women for whom amount specified was—		Per cent of women for whom amount specified was—	
	Weekly rate	Week's earnings	Weekly rate	Week's earnings
Total.....	594	594	100.0	100.0
Under \$5.....		41		6.9
\$5 and under \$10.....	451	417	75.9	70.2
\$10 and under \$15.....	139	130	23.4	21.9
\$15 and over.....	4	6	.7	1.0

The actual earnings of 70.2 per cent of the women included in this summary were \$5 and under \$10, and for slightly more than three-fourths of all the 594 reported it was not possible to earn more than this, except by overtime. The earnings of 6.9 per cent fell below \$5, but none of the women had a rate so low.

Rates and scheduled hours.

It has been shown that the increase in actual earnings bore no direct relation to the increase in time actually worked, and that in the case of full-time workers, when the schedules were as long as 54 hours, earnings generally decreased as the hour schedule lengthened. The rates of pay offered for the completion of the full hour schedule fixed by the firm indicate the standards set by an industry for the payment of its workers. Of 594 women for whom such information was reported, all but 1 being in the laundry industry, only 4 had rates as high as \$15; 3 of these had a 54-hour and 1 had a 60-hour schedule. The summary following shows the median rates of the women with various hour schedules.

Scheduled hours	Number of women	Median of the weekly rates
Total.....	594	\$7.70
44 and under 48.....	18	10.25
Over 48 and under 52.....	33	5.60
52.....	19	10.90
Over 52 and under 54.....	24	8.15
54.....	100	7.95
56.....	11	8.30
Over 56 and under 58.....	55	6.80
58.....	25	7.85
Over 58 and under 60.....	33	6.55
60.....	276	7.80

It is apparent that the rate of pay bore little, if any, relation to the hours scheduled. Women on very different schedules had medians below that of all the negro women with these data reported, and the highest medians were for the women with schedules of 52 and of 44 and under 48 hours.

Earnings and experience.

The summary following shows the earnings of 113 negro women for whom the length of experience could be ascertained.

Time in the trade	Number of women	Median of the week's earnings
Total.....	113	\$7.15
Under 6 months.....	22	5.35
6 months and under 1 year.....	22	7.40
1 and under 2 years.....	28	7.00
2 and under 3 years.....	12	7.60
3 and under 4 years.....	17	7.15
4 and under 5 years.....	2	(¹)
5 years and over.....	² 10	9.30

¹ Not computed, owing to the small number involved.

² Of these women, 1 who had been in the trade 14 years had earnings of \$9.06; 1, 20 years, had earnings of \$9.78; and 1, 25 years, had earnings of \$8.91.

While there were fluctuations in the medians of the week's earnings with the differences in experience, there was nothing to show that earnings advanced in proportion to the time spent in the trade. Women who had remained five years or over had the highest median of earnings (\$9.30), but two of the three with 14 or more years of experience earned less than this amount, the one who had worked longest (25 years) earning the least of the three.

Year's earnings.

Year's earnings were ascertained for only seven negro women, all of whom were in hotels or restaurants. With neither room nor meals provided, the amounts received by these women during the year ranged from \$300 to \$600.

HOTELS AND RESTAURANTS

The hours and the earnings of women working in hotels and restaurants are reported separately from those of women in other industries because in many respects they are not comparable. Workers in hotels and restaurants minister directly to the daily needs of the public, and their hours and their pay reflect this special service. Unlike stores and factories, hours in a hotel or restaurant usually are not standardized; generally the worker must be on duty for each meal, with free time in between, though she may work on only the morning or the evening shift; but, however the work is arranged, the service is likely to extend over a very long day. Even with a day of 8 working hours, the hotel or restaurant employée may go to work at 6 a. m. and stay until 8 p. m., with time off in the morning and afternoon. Furthermore, her days frequently are of different duration with one week, some being long, others short, and their number may vary from $5\frac{1}{2}$ to 7.

Earnings are subject to almost as many different systems as are hours. In addition to her cash earnings, a hotel worker may be given lodging and three meals a day, or three meals and no lodging, or two meals, or one, or neither meals nor lodging. Regular earnings—particularly of waitresses and less frequently of maids—often are supplemented by tips, which may or may not be an important item in the weekly budget. From these few illustrations it will be seen that hours and earnings in hotels and restaurants differ in so many respects from those in other industries that the daily or weekly hours or the cash wages can not be compared.

It would be almost equally unsound to make a comparison of hotel and restaurant workers in Florida and those in other States, because of the large number of seasonal establishments in Florida. The present study could not, of course, include all the hotels and restaurants in Florida, but in the sample taken three-fifths (60.3 per cent) of the workers were in seasonal or resort establishments. As the more important places were included and records were taken in the larger hotels and restaurants—both the seasonal and the year-round types—the data secured probably present a fair picture of the women employed in hotels and restaurants in Florida. The majority of the women workers in the seasonal hotels had been brought down from the North, a fact that accounts for the small proportion of negro women employed in the seasonal establishments, where only 2 in 11 women were negroes, in contrast to the establishments open the year around, in which there were more negroes than white women.

When occupational divisions are considered, the difference in the composition of the work forces in the two groups was most noticeable in the case of the maids. In the seasonal group well over three-fifths (63.6 per cent) of those reporting were white, while in the year-round establishments the proportion was only 20.3 per cent. The summary following gives by occupation the relative proportion of white and negro women in the two hotel and restaurant groups.

Occupation	Number of women reported		Seasonal establishments		Year-round establishments	
	Seasonal establishments	Year-round establishments	Per cent white	Per cent negro	Per cent white	Per cent negro
All occupations.....	851	561	82.1	17.9	44.0	56.0
Waitress; counter girl.....	510	161	98.0	2.0	97.5	2.5
Maid.....	242	281	63.6	36.4	29.3	79.7
Kitchen worker.....	70	66	42.9	57.1	22.7	77.3
Laundry worker.....	27	23	55.6	44.4	39.1	60.9
Elevator girl.....		24			37.5	62.5
Night cleaner.....	2	6		100.0		100.0

HOURS

In many cases the employees in hotels and restaurants have hours that vary from day to day. This being true, the prevalence of long or of short hours is shown most easily by the use of "employee-days," obtained by multiplying each schedule of daily hours by the number of women working such a schedule in the week for which data were obtained.

For both races the variety of daily hours in the establishments covered was considerable. (See Table XXVII.) They ranged from under 5 to 12 and over, the latter including an establishment with 3 white women working 13 hours and another with 2 white women working 14 hours on each of the 7 days.²⁷ The difference in the proportions of white and negro women having scheduled hours of 8 and less was not great; a little more than three-fourths of the employee-days of white women and a little less than three-fourths of those reported for negro women fell in this group. There is a greater difference between the two races when the very short day is considered, due to the fact that the shortest days were those of waitresses and counter girls, almost all of whom were white. Three-eighths (37 per cent) of the employee-days of the white women and less than one-tenth (9.1 per cent) of those of the negro were included in the group of under 6 hours. At the other end of the scale the proportions of employee-days with hours of 10 and over were about the same—13.4 and 14.1 per cent, respectively—for white and for negro women. The figures follow.

Occupation	Number of women reported		Number of employee-days		Proportion of employee-days of—			
	White	Negro	White	Negro	Under 6 hours		10 hours and over	
					White	Negro	White	Negro
All occupations.....	921	446	6,368	3,095	37.0	9.1	13.4	14.1
Waitress; counter girl.....	649	14	4,479	98	51.4	81.6	15.2	-----
Maid.....	197	300	1,378	2,097	4.1	8.7	2.5	4.7
Kitchen worker.....	42	83	292	571	-----	2.1	43.8	50.8
Laundry worker.....	24	26	156	168	-----	-----	-----	-----
Elevator girl.....	9	15	63	105	-----	7.6	11.1	33.3
Night cleaner.....		8	-----	56	-----	-----	-----	25.0

Hours varied with the occupation. None of the employee-days reported for the group of laundry workers, both white and negro, were so short as 6 nor so long as 10 hours. Long days were most common among the kitchen workers.

²⁷ In both these cases the women were reported as eating their meals while on duty, but in the second case it was said that they might, "if desired," take one-half hour for each meal, so they have been tabulated as working 12½ hours.

Hours varied also according to whether the establishment was open the year round or only for the season.

TABLE 9.—Employee-days of 8 hours or less and of 10 hours or more, by occupation and type of establishment—Hotels and restaurants

WHITE WOMEN

Occupation	Number of women reporting		Number of employee-days		Per cent of employee-days of—			
	Seasonal hotels	Year-round hotels	Seasonal hotels	Year-round hotels	8 hours and under		10 hours and over	
					Seasonal hotels	Year-round hotels	Seasonal hotels	Year-round hotels
All occupations.....	692	229	4, 818	1, 550	81. 1	58. 4	12. 8	15. 3
Waitress; counter girl.....	500	149	3, 485	994	80. 8	48. 6	14. 3	18. 4
Maid.....	148	49	1, 036	342	88. 6	88. 0	2. 7	2. 0
Kitchen worker.....	29	13	203	89	39. 9	19. 1	43. 3	44. 9
Laundry worker.....	15	9	94	62	100. 0	100. 0	-----	-----
Elevator girl.....	-----	9	-----	63	-----	66. 7	-----	-----

NEGRO WOMEN

All occupations.....	151	295	1, 055	2, 040	75. 5	72. 5	17. 3	12. 5
Waitress; counter girl.....	10	4	70	28	100. 0	100. 0	-----	-----
Maid.....	87	213	907	1, 490	94. 7	79. 3	2. 3	5. 6
Kitchen worker.....	40	43	280	291	23. 9	29. 9	55. 4	46. 4
Laundry worker.....	12	14	84	84	100. 0	100. 0	-----	-----
Elevator girl.....	-----	15	-----	105	-----	53. 3	-----	33. 3
Night cleaner.....	2	6	14	42	-----	100. 0	100. 0	-----

The difference in the length of the workday in the seasonal and the year-round establishments was especially marked in the case of white waitresses and in that of negro maids. In the seasonal group four-fifths (80.8 per cent) of the employee-days of the white waitresses and counter girls were of 8 hours and under and 14.3 per cent were of 10 hours or more, while in the year-round establishments less than one-half of the days were of 8 hours or less and 18.4 per cent were at least 10 hours long. The employee-days of negro maids in the seasonal establishments were 94.7 per cent in the shorter group and 2.3 per cent in the longer, while in the year-round hotels and restaurants 79.3 per cent of the days were in the shorter group and 5.6 per cent in the longer.

In some of the establishments a regular time was allowed for meals, while in others meals were eaten whenever freedom from work permitted, and in still others time was allowed for some meals but not for all. The arrangements were influenced by occupation—eating on duty being almost wholly confined to waitresses, counter girls, and kitchen help—and by whether or not the employee lived at her place of work.

In most cases the working hours were broken by periods off duty, and when no time was taken for meals these, without doubt, were used as meal periods. About 60 per cent of the 783 white women with a uniform schedule—that is, the same hours each day—had their workday divided into three shifts, with two periods off duty. Of the 227 negro women with a uniform schedule the greatest number had two shifts, with one period off duty.

Less than one-sixth of the white women but almost one-half of the negroes had two or more hour schedules in the week. The majority of these women were maids.

In stores, factories, or laundries the number of hours from beginning work in the morning to ending work at night generally includes, besides the hours actually worked, only the period allowed for lunch. Thus the over-all hours in such establishments are not much greater than the actual hours worked.

Some hotels and restaurants have a similar arrangement, but in many establishments, especially in the departments where food is prepared or served, the schedule is divided into two or three work periods, with considerable free time between. This results in a very long over-all period even when the actual hours of work are not excessive. In seasonal hotels, where usually some or all of the women workers live in, these long over-all hours are less inconvenient than where the worker must spend most of the interval going from her work to her home and back, or, if she lives too far away for this, must find other ways of passing the time.

Because over-all hours include meal periods and waiting time between shifts, they are, as a rule, much longer than the actual daily hours scheduled. A day with an over-all period of 12 hours or more was reported for about 70 per cent of the white women and 22 per cent of the negro. (See Table XXVIII.) This wide difference in the over-all hours of white and of negro women was due largely to the number of white waitresses and counter girls in the seasonal hotels and restaurants, where, though daily hours usually were not long, work began fairly early in the morning and ended late in the evening. Aside from this group, the kitchen help among white women and the elevator girls among negro women had the longest over-all hours.

In the case of waitresses and counter girls there is little relation between the actual hours and the over-all hours, since, as stated, even short hours of work are spread over a long period. The work schedules show that as many as four-fifths of the employee-days of all the white women—and the white women are 70 per cent waitresses and counter girls—were of less than 9 hours, but that only one-fifth of the employee-days had an over-all period of less than 10 hours.

The over-all hours in seasonal establishments had a considerably higher proportion of employee-days with 12 hours and over than was found in the year-round establishments, but the majority of the workers in the seasonal places lived in, and the inconvenience of the long over-all hours with the hours off in between was less than if they had been living at home. In these hotels and restaurants 88.4 per cent of the employee-days of the white waitresses and counter girls and 77.8 per cent of the days of the white kitchen workers had an over-all of 12 hours or more. The number of negro waitresses and counter girls in the seasonal establishments was only 10, but 72.5 per cent of the employee-days of the 40 negro kitchen workers had an over-all of 12 hours or more. In comparing occupational divisions in the two groups, the proportion of employee-days with an over-all day of 12 hours and over was a good deal higher for white maids and kitchen help in the seasonal than in the year-round establishments. For negro workers the differences were not so great as for white women.

In Florida hotels and restaurants the most common weekly hours for white women were under 44, the schedule of several hundred waitresses and counter girls, but the largest groups of negro women

had hours of over 50 and under 60, the schedule of more than one-half the maids. In contrast to the large proportion with short hours, white women had a higher per cent (19.2) than had the negro women (15.2) with hours of 60 or more. Among the white women these were predominantly waitresses and counter girls, and among the negro women they were kitchen workers.

The table following, drawn from Appendix Table XXIX, gives the weekly hours by occupation and type of establishment.

TABLE 10.—Scheduled weekly hours of hotels and restaurants, by occupation

Occupation	Number of women reporting		Per cent of women whose scheduled weekly hours were—							
			48 and under		Over 48 and including 50		Over 50 and under 60		60 and over	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All occupations.....	925	446	42.6	29.1	14.1	8.7	24.1	46.8	19.2	15.2
Waitress; counter girl.....	653	14	53.9	100.0	9.2	-----	17.3	-----	19.6	-----
Maid.....	197	300	12.2	31.7	34.5	10.0	45.2	56.0	8.1	2.3
Kitchen worker.....	42	83	9.5	2.4	2.4	7.2	26.2	20.5	61.9	69.9
Laundry worker.....	24	26	50.0	53.8	-----	-----	16.7	46.2	33.3	-----
Elevator girl.....	9	15	22.2	13.3	11.1	-----	66.7	80.0	-----	6.7
Night cleaner.....	-----	8	-----	37.5	-----	37.5	-----	-----	-----	25.0

The occupation with the largest proportions, both white and negro, having long hours was kitchen work, in which over three-fifths of the white and about seven-tenths of the negro women had a week of at least 60 hours. Included in these figures were five white and two negro women whose regular schedule was one of 80 hours or more, three of the former working 91 hours. Of the 97 white and 31 negro women with a weekly schedule of 70 and under 80 hours, the former were preponderantly waitresses and counter girls and the latter almost wholly kitchen workers.

By and large, the hours of white women were more favorable in the seasonal hotels and restaurants and the hours of negro women were more favorable in the year-round establishments. This is apparent in the statement following:

TABLE 11.—Weekly hours of 48 or less and of 60 or more, by occupation and type of establishment—Hotels and restaurants

Occupation	Number of women reported				Per cent of women with scheduled weekly hours of—							
	Seasonal establishments		Year-round establishments		48 and under				60 and over			
	Seasonal establishments		Year-round establishments		Seasonal establishments		Year-round establishments		Seasonal establishments		Year-round establishments	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All occupations.....	692	151	233	295	50.0	14.6	20.6	36.6	15.6	21.9	30.0	11.9
Waitress; counter girl.....	500	10	153	4	63.2	100.0	23.5	100.0	15.8	-----	32.0	-----
Maid.....	148	87	49	213	10.8	13.8	16.3	39.0	7.4	2.3	10.2	2.3
Kitchen worker.....	29	40	13	43	10.3	-----	7.7	4.7	62.1	72.5	61.5	67.4
Laundry worker.....	15	12	9	14	73.3	-----	11.1	100.0	-----	-----	88.9	-----
Elevator girl.....	-----	-----	9	15	-----	-----	22.2	13.3	-----	-----	-----	6.7
Night cleaner.....	-----	2	-----	6	-----	-----	-----	50.0	-----	100.0	-----	-----

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Unlike factories and stores, hotels and restaurants may have considerable variation in daily hours in one week. (See Table XXX.) In the Florida survey 84.5 per cent of the white and 51.4 per cent of the negro women were working on the same schedule each day of the week, but almost 150 white and more than 200 negro women had two or more different schedules, alternating long and short days or working on a varying schedule of which the following is a sample:

Day	Time of—		Hours worked
	Begin- ning work	Ending work	
Sunday.....	7 a. m.	6 p. m.	10
Monday.....	7 a. m.	7 p. m.	7
Tuesday.....	7 a. m.	9 p. m.	9
Wednesday.....	7 a. m.	7 p. m.	7
Thursday.....	7 a. m.	6 p. m.	10
Friday.....	7 a. m.	7 p. m.	7
Saturday.....	7 a. m.	9 p. m.	9

Although this woman goes to work at the same hour each morning, her duties end at 6 o'clock on two days, at 7 on three days, and at 9 on two days, and she may work as much as 10 hours, with only 1 hour off duty, or as little as 7 hours, with 5 hours off.

The irregularities of hours on this type of schedule and the short time between quitting work at night and resuming it in the morning make it undesirable from the viewpoint of the worker. Outside interests can not be carried on when morning, afternoon, and evening are broken into, and yet more than one-seventh of the white women and but little less than one-half of the negroes were on these irregular schedules. Moreover, the lack of uninterrupted leisure in the work in hotels and restaurants is shown by the fact that more than nine-tenths of the women—91.5 per cent of the white and 94.2 per cent of the negro—worked on every day of the week. (Table XXXI.) Of these 1,300 women, about 1 in 6 had a shorter day once a week. In a few cases the shorter day was less than half as long as the others, but only too often the reduction amounted to but 2 or 3 hours.

One shorter day was found in the schedules of about one-third of all the maids reported as working on 7 days. Kitchen workers fared better than did the waitresses and counter girls, as a slightly higher proportion of the kitchen workers had either a whole day or part of a day off duty. About one-half of the laundry workers in the hotels visited had one day's leave in the week.

WEEKLY WAGE RATES

In the consideration of wage rates emphasis again must be placed on the fact that the figures used are the cash payments for a week and that such additions as meals, lodging, or tips are not included in the cash sums reported. No effort was made to ascertain the amounts received in tips; these are irregular and uncertain and it is almost impossible to obtain reliable information concerning them. A record was made, however, when board or lodging was supplied in addition to the money wage.

The summary following, drawn from Table XXXII, shows the medians of the rates being paid to the women employees at the time of the survey.

Occupation	White women		Negro women	
	Number reported	Median of the rates	Number reported	Median of the rates
All occupations.....	940	\$7.05	¹ 466	\$8.80
Waitress; counter girl.....	651	5.75	14	(²)
Maid.....	211	7.95	312	8.00
Kitchen worker.....	45	15.90	91	10.65
Laundry worker.....	24	11.50	26	8.30
Elevator girl.....	9	(²)	15	9.75

¹ Total includes 8 night cleaners, not shown separately because number too small for the computation of a median.

² Not computed, owing to the small number involved.

The median of the weekly rates of white women was \$7.05, and the median of the negro women's rates was \$8.80. This unusual condition probably was due to three factors: (1) Practically 70 per cent of the white women were waitresses and counter girls, with an extremely low median (\$5.75); (2) the proportion of women employed in kitchen work was considerably higher among the negro than among the white workers—19.5 and 4.8 per cent, respectively—and for both races this was the highest-paid work; and (3) a far less proportion of the negro than of the white women received additions in the form of lodging or meals (42.9 and 85.9 per cent, respectively, of the women reported), and usually this affects the wage rate.

The number of white women reported was more than twice that of negro women and their wage rates had a wider range. (Table XXXIII.) One white woman had a weekly rate between \$3 and \$4 and two were in the highest wage group, \$40 or more. However, far more of the wage rates fell in the lower than in the higher groupings. Only 1 in about 17 of the white women and 1 in 11 or 12 of the negro women received as much as \$15 a week, while nearly one-half of the white women, in contrast to less than one-eighth of the negro, were found in the groups receiving under \$6.

The lowest median rate for negro women (\$8) is that of maids, but, unlike the group of white women with the lowest median, the majority of these negro women (69.9 per cent) received neither board nor lodging. Of the white maids whose median rate was \$7.95, only 5 cents lower than that of the negro maids, 68.3 per cent received both board and lodging; 4 women (less than 2 per cent) were given one or more meals but not lodging. In contrast to this, only 16.7 per cent of the negro maids lived in, and only 13.5 per cent had one or more meals provided.

TABLE 12.—Median of the rates of women who lived in and of women who received neither meals nor lodging, by type of establishment—Hotels and restaurants

Establishments	Number of women reported				Number of women who received—							
	White		Negro		Three meals and lodging				Neither meals nor lodging			
					White		Negro		White		Negro	
	Num-ber	Medi-an of the rates	Num-ber	Medi-an of the rates	Num-ber	Medi-an of the rates	Num-ber	Medi-an of the rates	Num-ber	Medi-an of the rates	Num-ber	Medi-an of the rates
All establishments.....	940	\$7.05	466	\$8.80	566	\$5.50	65	\$5.65	133	\$12.35	266	\$8.80
Seasonal.....	695	5.75	152	8.80	523	5.50	63	5.65	52	12.35	20	12.75
Nonseasonal.....	245	10.15	314	8.80	43	5.90	2	(¹)	81	12.30	246	8.55

¹ Not computed, owing to the small number involved.

The wage rates for white women in all occupations covered showed a much lower median in the seasonal hotels than in those open the year around, but this difference was due principally to the fact that three-fourths of these women received lodging and meals in addition to their wages, while in the year-round hotels less than one-fifth of the women had their wages thus supplemented.

The median of the rates was more than twice as high when neither board nor lodging was given. Where such provision was made, the median of the rates of white women in the two types of establishments was \$5.50, in contrast to a median of \$12.35 where the women made their own living arrangements. The seasonal and nonseasonal establishments seem to have had very similar wage policies regarding white women where neither board nor lodging was furnished and where both were supplied; but in the cases where meals only were provided, the seasonal establishments had a median rate of \$10.05 and the nonseasonal places a median of \$9.40.

The median of the rates of negro women in all occupations was the same (\$8.80) in the seasonal and nonseasonal establishments. This appears strange, in view of the fact that 86.8 per cent of the negro women in the seasonal hotels were given all their meals, almost half of these receiving lodging also, while in the year-round establishments only 21.7 per cent of the women of this race were given meals (5 in every 6 of these received all three) and only two women had lodging free. Where neither board nor lodging was furnished, the negro workers in the seasonal establishments were much better paid than were those in the year-round establishments, but the number in the former was only 20 as compared to 246 in the latter group, which may mean that these women were employed in a single establishment where wages were higher than the average or that they had especially good positions in their occupational groups.

In the seasonal establishments the medians at least bear a relation to what is supplied in addition:

	Median
Board and lodging furnished, 63 women.....	\$5. 65
Meals furnished, 69 women.....	10. 15
Nothing furnished, 20 women.....	12. 75

In the year-round establishments, curiously enough, it is the other way about:

	Median
Board and lodging furnished, 2 women.....	(28)
Meals furnished, 66 women ²⁹	\$9. 75
Nothing furnished, 246 women.....	8. 55

From the figures available, the seasonal establishments, both those furnishing board and lodging and those not furnishing them, show a slightly higher median of the rates for negro women than for white, due largely to differences in occupation; while in year-round establishments the medians are higher for the white than for the negro women.

²⁸ Rates were \$10 and under \$11.

²⁹ 5 of the women had 1 meal and 5 had 2.

APPENDIXES

APPENDIX A—GENERAL TABLES

APPENDIX B—SCHEDULE FORMS

ATTEST
I, CLERK OF THE COURT,
do hereby certify that the
within and foregoing is a true
and correct copy of the
original as the same appears
from the records of the
Court.

CLERK OF THE COURT

APPENDIX A—GENERAL TABLES

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

Industry	Number of women reporting		Number of women who were—											
			Native born		Foreign born		Foreign-born white from—							
	White	Negro	White	Negro	White	Negro ¹	Canada	Cuba	England	Germany	Italy	Scotland	Spain	Other ²
All industries.....	3,312	1,386	3,104	1,380	208	6	36	40	33	13	15	11	16	44
Per cent distribution.....	100.0	100.0	93.7	99.6	6.3	0.4								
Manufacturing:														
Boxes, wooden.....	170		169		1			1						
Cigars.....	1,245	187	1,171	187	74		3	28	5	2	12	1	14	9
Food—														
Bread and bakery products.....	33		33											
Fish, canned.....		26		26										
Other food products.....	35		34		1									1
Miscellaneous.....	58		52		6		2			1				3
General mercantile:														
Sales.....	543		512		31		8	1	12	2		2		6
Workroom.....	60		57		3									3
5- and 10-cent stores.....	491		478		13		6	1	2	1	2			1
Laundries.....	231	861	214	861	17			7	2			1	2	5
Hotels and restaurants.....	446	312	384	306	62	6	17	2	12	7	1	7		16

¹ All from West Indies.

² Sweden, 7; Norway, 4; Hungary, 6; France, 5; West Indies other than Cuba, 5; Ireland, 2; Great Britain (country not specified), 2; and others, 1 each. Includes 1 not reporting country of birth.

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

Industry	Number of women reporting		Number of women whose age was—															
			16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All industries	3,325	1,120	242	66	575	130	847	300	475	231	726	265	346	108	94	16	20	4
Per cent distribution	100.0	100.0	7.3	5.9	17.3	11.6	25.5	26.8	14.3	20.6	21.8	23.7	10.4	9.6	2.8	1.4	.6	.4
Manufacturing:																		
Boxes, wooden	178		14		23		29		25		50		26		11			
Cigars	1,257	186	49	24	242	40	340	58	219	30	262	29	114	5	26		5	
Food—																		
Bread and bakery products	32		2		7		12		7		3		1					
Fish, canned		26		1		4		2		3		6		8		2		
Other food products	35		4		7		7		9		7		1					
Miscellaneous	58		2		8		4		5				12		5			
General mercantile:																		
Sales	511		17		38		150		71		139		72		21		3	
Workroom	62				3		3		3		16		23		11		3	
5-and-10-cent stores	511		121		177		145		35		22		10		1			
Laundries	231	593	24	39	33	75	43	181	23	119	61	132	36	56	5	8	6	3
Hotels and restaurants	450	315	9	2	37	11	114	79	78	79	144	98	51	39	14	6	3	1

TABLE III.—*Marital status of the women employees who supplied personal information, by industry and race*

Industry	Number of women reporting		Number of women who were—					
			Single		Married		Widowed, separated, or divorced	
	White	Negro	White	Negro	White	Negro	White	Negro
All industries.....	3,290	1,107	1,353	286	1,210	455	727	366
Per cent distribution.....	100.0	100.0	41.1	25.8	36.8	41.1	22.1	33.1
Manufacturing:								
Boxes, wooden.....	174		52		72		50	
Cigars.....	1,235	186	371	65	538	65	326	56
Food—								
Bread and bakery products.....	32		12		11		9	
Fish, canned.....		24		3		14		7
Other food products.....	35		14		10		11	
Miscellaneous.....	56		14		28		14	
General mercantile:								
Sales.....	541		222		210		109	
Workroom.....	60		8		31		21	
5-and-10-cent stores.....	488		388		70		30	
Laundries.....	231	592	81	157	88	239	62	196
Hotels and restaurants.....	438	305	191	61	152	137	95	107

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

Industry	Number of women reporting		Number of women who were living—											
			At home with—						With other relatives		Independently		With employer	
	Husband		Other immediate relatives		Relatives not reported ¹									
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All industries ²	3,092	508	1,097	207	1,187	147	55	9	147	22	440	100	166	23
Per cent distribution.....	100.0	100.0	35.5	40.7	38.4	28.9	1.8	1.8	4.8	4.3	14.2	19.7	5.4	4.5
Manufacturing:														
Boxes, wooden.....	174		72		67		1		11		23			
Cigars.....	1,240	187	538	65	413	74	18		60	11	211	37		
Food—														
Bread and bakery products.....	33		11		10		1		2		9			
Fish, canned.....		24		14		7		1		1		1		
Other food products.....	37		10		19		2				6			
Miscellaneous.....	59		28		26		2				3			
General mercantile:														
Sales.....	541		210		228		5		21		77			
Workroom.....	60		31		17		2		2		8			
5-and-10-cent stores.....	506		70		342		21		34		39			
Hotels and restaurants.....	442	297	127	128	65	66	3	8	17	10	64	62	166	23

¹ Marital status not reported.² Excludes laundries; information not obtainable.

TABLE V.—Time in the trade of the women employees who supplied personal information, by industry and race

Industry	Number of women reporting		Number of women 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 years and over	
			Under 6 months		6 months and under 1 year		Total under 1 year		White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
			White	Negro	White	Negro	White	Negro														
All industries.....	2,938	557	421	48	209	38	1,631	198	375	69	387	73	377	61	250	50	464	119	231	46	223	41
Per cent distribution.....	100.0	100.0	(1)	(1)	(1)	(1)	21.5	17.6	12.8	12.4	13.2	13.1	12.8	11.0	8.5	9.0	15.8	21.4	7.9	8.3	7.6	7.4
Manufacturing:																						
Boxes, wooden.....	162		22		7		29		19		15		18		14		27		13		27	
Cigars.....	1,203	166	154	39	114	33	268	72	152	37	174	22	189	23	103	2	140	3	79	3	98	4
Food—																						
Bread and bakery products.....	28		12		5		17		5		4		4		1		1					
Fish, canned.....		23								4		2		1		2		6		1		7
Other food products.....	33		8		5		13		10		2		1				3		3		1	
Miscellaneous.....	53		10		6		16		13		5		5		2		5		5			
General mercantile:																						
Sales.....	508		41		15		56		40		48		66		44		140		66		48	
Workroom.....	59		3		1		4		4		4		7		4		12		10		14	
5-and-10-cent stores.....	477		140		47		187		92		74		43		36		38		5		2	
Laundries.....	9	105	(1)	(1)			1	12	1	12	4	17	2	17	18	28	16	94	10	1	1	3
Hotels and restaurants.....	406	263	31	9	9	5	40	14	39	16	57	32	46	20	46	28	98	50	32	30	27	

¹ For 1 white and 12 negro women in the trade less than 1 year the number of months was not reported.

TABLE VI.—Type of drinking facilities, by industry

Industry	Number of establishments reported	Number of establishments that provided—											Barrel with common cups or pail with dipper	Total establishments having common cup	
		Drinking fountain				Drinking fountain supplemented by tank, cooler, or faucet, with—				Tank, cooler, or faucet with—					
		Total	Sanitary	In-sanitary	Some sanitary and some not	Total	Individual cup	Common cup	No cup	Total	Individual cup	Common cup			No cup
All industries.....	100	23	9	13	1	4	2	1	1	76	19	29	28	2	32
Manufacturing:															
Boxes, wooden.....	4	3	2		1					1			1		
Cigars.....	14	7	2	5						7	2	5			5
Food products.....	14	2	1	1						12	2	4	6		4
Miscellaneous.....	3									3	2		1		
Stores:															
General mercantile.....	123	6	3	3		2	1		1	17	9	5	3		5
5-and-10-cent.....	124	4	1	3		2	1	1		20	4	12	4		13
Laundries.....	118	1		1						16		3	13	2	5

¹ Details aggregate more than total, because some establishments had more than one type of drinking facility.

TABLE VII.—Unsatisfactory condition of washing facilities and number of women affected, by industry and race

Industry	Number reported		Number of establishments and number of women employees with unsatisfactory washing facilities for some or all of the women																					
			No facilities furnished			Facilities shared with public			Facilities not clean			No hot water			No soap			No towels			Common towels			
	Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women				
		White	Negro		White	Negro		Establishments	White		Negro	Establishments		White	Negro		Establishments	White		Negro	Establishments	White	Negro	Establishments
All industries	152	5,305	1,814	8	49	252	18	517	27	22	2,088	279	95	4,339	1,344	27	1,611	594	36	2,166	789	33	760	149
Per cent distribution	---	100.0	100.0	---	0.9	13.9	---	9.7	1.5	---	39.4	15.4	---	81.8	74.1	---	30.4	32.7	---	40.8	43.5	---	14.3	8.2
Manufacturing:																								
Food products	14	105	553	2	8	156	---	---	---	2	12	---	6	17	397	4	7	38	2	4	15	2	7	---
Miscellaneous	21	2,905	156	---	---	---	1	50	---	14	1,990	154	21	2,905	156	13	1,473	155	13	1,973	153	5	463	1
Stores	47	1,620	---	---	---	---	8	427	---	5	69	---	39	1,020	---	1	15	---	1	15	---	14	197	---
Laundries	18	229	713	4	36	79	---	---	---	1	17	125	13	189	582	8	112	400	11	134	516	3	49	79
Hotels and restaurants	152	446	392	2	5	17	9	40	27	---	---	---	16	208	209	1	4	1	9	40	105	9	44	69

¹ Excludes 11 hotels and restaurants whose employees lived in.

TABLE VIII.—Adequacy of toilet equipment, by industry

Industry	Number of establishments reported	Number of establishments having no toilet	Number of establishments with facilities serving—			Number of establishments with one toilet facility for—													
			Women employees only	Men and women	Women and public	15 persons or fewer			16 to 24 persons			25 to 49 persons			50 persons or more				
						Total	Women employees only	Men and women	Women and public	Total	Women employees only	Men and women	Women and public	Total	Women employees only	Men and women	Total	Women employees only	Men and women
All industries.....	152	1	130	11	19	120	104	9	15	21	18	2	2	25	24	2	6	4	2
Factories.....	135	1	30	4	-----	23	20	3	-----	5	4	1	-----	8	8	-----	5	4	1
Stores.....	147	-----	39	2	9	33	28	1	5	8	6	1	2	7	6	2	-----	-----	-----
Laundries.....	118	-----	17	2	-----	14	13	2	-----	5	5	-----	-----	8	8	-----	1	-----	1
Hotels and restaurants ²	152	-----	44	3	10	50	43	3	10	3	3	-----	-----	2	2	-----	-----	-----	-----

¹ Details aggregate more than total, because some establishments appear in more than one group.

² Excludes 11 hotels and restaurants whose employees lived in.

TABLE IX.—Unsatisfactory condition of toilet equipment and number of women affected, by industry and race

Industry	Number reported		Number of establishments and number of women employees with unsatisfactory toilet equipment for some or all of the women												
			Room not screened			Room not ceiled			No artificial light provided			No outside ventilation			
	Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Artificial ventilation	
		White	Negro		White	Negro		White	Negro		White	Negro		Establishments	White
All industries.....	152	5,305	1,814	41	1,355	829	18	1,247	399	24	697	1,109	13	396	135
Per cent distribution.....	---	100.0	100.0	---	25.5	45.7	---	23.5	22.0	---	13.1	61.1	---	7.5	7.4
Factories.....	35	3,010	709	10	1,052	496	6	1,131	46	9	610	644	---	---	---
Stores.....	47	1,620	---	5	90	---	2	15	---	1	16	---	2	28	---
Laundries.....	18	229	713	8	55	243	10	101	353	10	53	405	---	---	---
Hotels and restaurants.....	152	446	392	18	158	90	---	---	---	4	18	60	11	368	135

Industry	Number of establishments and number of women employees with unsatisfactory toilet equipment for some or all of the women—Continued														
	No outside ventilation—Contd.			Room not clean	Room cleaned by workers employed for other work				No provision made for scrubbing						
	No artificial ventilation				Swept		Scrubbed								
	Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women	
White		Negro	White		Negro	White		Negro	White		Negro	White		Negro	
All industries.....	16	82	192	36	1,190	819	18	185	439	6	83	322	13	156	78
Per cent distribution.....	---	1.5	10.6	---	22.4	45.1	---	3.5	24.2	---	1.6	17.8	---	2.9	4.3
Factories.....	1	2	---	12	984	264	4	59	111	2	35	111	5	138	---
Stores.....	---	---	---	5	98	---	7	69	---	---	---	---	---	---	---
Laundries.....	6	43	58	9	34	444	7	57	328	4	48	211	1	---	46
Hotels and restaurants.....	9	37	134	10	74	111	---	---	---	---	---	---	7	18	32

¹ Excludes 11 hotels and restaurants whose employees lived in.

TABLE X.—Scheduled Saturday hours, by industry and race

Industry	Number reported		Number of establishments and number of women whose scheduled Saturday hours were—														
			None			5 and under			Over 5 and including 6		Over 6 and including 7		Over 7 and including 8				
	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Wom-en—White	Estab-lish-ments	Women		Estab-lish-ments	Women	
		White	Negro		White	Negro		White	Negro				White	Negro		White	Negro
All industries.....	191	3,875	1,266	2	29	51	7	444	164	2	82	7	297	102	5	619	126
Per cent distribution.....		100.0	100.0		0.7	4.0		11.5	13.0		2.1		7.7	8.1		16.0	10.0
Manufacturing:																	
Boxes, wooden.....	3	190					1	17									
Cigars.....	10	1,694	155				1	373	149	1	61	2	186		3	598	2
Food—																	
Bread and bakery prod-ucts.....	1	20															
Fish, canned.....	3	3	58														
Other food products.....	6	56	339				1	10				1	27				
Miscellaneous.....	3	63	1				2	42	1	1	21						
General mercantile:																	
Sales.....	23	1,026															
Workroom.....	10	78															
5-and-10-cent stores.....	24	516															
Laundries.....	18	229	713	2	29	51	2	2	14			4	84	102	2	21	124

Industry	Number of establishments and number of women whose scheduled Saturday hours were—Contd.											Women whose hours were—						
	Over 8 and including 9			Over 9 and including 10			Over 10 and including 11		Over 11 and including 12		Over 12		6 and under				Over 10,	
	Estab- lish- ments	Women		Estab- lish- ments	Women		Estab- lish- ments	Wom- en— White	Estab- lish- ments	Wom- en— White	Estab- lish- ments	Wom- en— White	White		Negro		White	
		White	Negro		White	Negro							Number	Per cent	Number	Per cent	Number	Per cent
All industries.....	16	537	157	13	694	666	12	706	24	411	5	56	555	14.3	215	17.0	1,173	30.3
Per cent distribution.....		13.9	12.4		17.9	52.6		18.2		10.6		1.4						
Manufacturing:																		
Boxes, wooden.....	1	109		1	64								17	8.9				
Cigars.....	2	112	4	2	364								434	25.6	149	96.1		
Food—																		
Bread and bakery prod- ucts.....	1	20																
Fish, canned.....	3	3	58															
Other food products.....	3	9		1	10	339							10	17.9				
Miscellaneous.....													63	100.0	1	100.0		
General mercantile:																		
Sales.....	3	227		2	143		9	570	7	76	2	10					656	63.9
Workroom.....	2	20		1	8		6	47	1	3							50	64.1
5-and-10-cent stores.....				1	49		3	89	17	332	3	46					467	90.5
Laundries.....	3	37	95	6	56	327							31	13.5	65	9.1		

¹ Details aggregate more than total where an establishment appears in more than 1 hour group or workrooms in merchantile establishments are shown separately.

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

FACTORIES

Scheduled daily hours (Monday to Friday)	Number reported			Number of establishments and number of women whose Saturday hours were—													
				None			Under 7			7		Over 7 and under 8			8		
	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Wom-en—White	Estab-lish-ments	Women		Estab-lish-ments	Women	
		White	Negro		White	Negro		White	Negro				White	Negro		White	Negro
Total.....	1 26	2, 026	553				9	709	150	1	28	2	281	1	317	2	
7.....	2	89					1	61		1	28						
8.....	1	17					1	17									
Over 8 and under 9.....	2	42					1	22									
9.....	9	924	152				3	414	150			1	75	1	317	2	
Over 9 and under 10.....	8	501	62				3	195				1	206				
10.....	5	453	339														

STORES

Total.....	47	1, 620														
Over 7 and under 8.....	1	3														
8.....	6	524														
Over 8 and under 9.....	12	596														
9.....	28	497														

LAUNDRIES

Total.....	1 17	229	699	2	29	51	4	54	102	1	32	1	4	52	1	17	72
9.....	3	24	55	1	9	8	1	5	32								
Over 9 and under 10.....	4	65	118				2	47	70								
10.....	1 8	103	449				1	2		1	32	1	4	52	1	17	72
Over 10 and under 11.....	2	37	77	1	20	43											

¹ Details aggregate more than total, because some establishments appear in more than 1 hour group.

FACTORIES

Scheduled daily hours (Monday to Friday)	Number of establishments and number of women whose Saturday hours were—															
	Over 8 and under 9			9			Over 9 and under 10			10			Over 10 and under 11		11 and over	
	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Wom-en—White	Estab-lish-ments	Wom-en—White
		White	Negro		White	Negro		White	Negro		White	Negro				
Total	6	135	62	4	118	2	364	2	2	74	339					
Over 8 and under 9	1	20		4	118											
Over 9 and under 10	4	100	62			2	364	2	2	74	339					
Over 10 and under 11	1	15														

STORES

Total	2	173		1	74	2	151	1	1	49	7	553	34	620
Over 7 and under 8				1	74			1	1	49	1	3		
Over 8 and under 9	1	143		1	74	2	151	1	2	49	2	255	1	3
Over 9 and under 10	1	30							4		4	295	5	120
Over 10 and under 11													28	497

LAUNDRIES

Total				3	37	95	2	18	48	4	38	279		
Over 9 and under 10				1	10	15	2	18	48					
Over 10 and under 11				1	10	46				4	38	279		
Over 11 and under 12				1	17	34								

TABLE XII.—Relation of Saturday hours to daily hours, by industry and race

Industry	Number reported			Number of women whose Saturdays in relation to regular daily hours were—										
				Shorter			Same			Longer		No Saturday work		
	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Wom-en-White	Estab-lish-ments	Women	
		White	Negro		White	Negro		White	Negro				White	Negro
All industries.....	1 90	3, 875	1, 252	27	1, 920	520	116	336	681	146	1, 590	2	29	51
Per cent distribution.....		100.0	100.0		49.5	41.5		8.7	54.4		41.0		0.7	4.1
Manufacturing:														
Boxes, wooden.....	3	190		1	17		2	173						
Cigars.....	10	1, 694	155	9	1, 666	155	1	28						
Food—														
Bread and bakery products.....	1	20					1	20						
Fish, canned.....	3	3	58	3	3	58								
Other food products.....	6	56	339	2	37		4	19	339					
Miscellaneous.....	3	63	1	3	63	1								
General mercantile:														
Sales.....	23	1, 026					1	29		22	997			
Workroom.....	10	78					1	1		9	77			
5-and-10-cent stores.....	24	516								24	516			
Laundries.....	1 17	229	699	9	134	306	7	66	342			2	29	51

¹ Details aggregate more than total where an establishment appears in more than 1 hour group or workrooms in mercantile establishments are shown separately.

TABLE XIII.—Length of lunch period, by industry and race

Industry	Number reported		Number of establishments and number of women whose lunch period was—															
			None		30 minutes		45 minutes		Over 45 minutes and under 1 hour		1 hour		2 hours					
	Es-tab-lish-ments	Women		Es-tab-lish-ments	Wom-en—White	Es-tab-lish-ments	Women		Es-tab-lish-ments	Wom-en—White	Es-tab-lish-ments	Women		Es-tab-lish-ments	Women		Es-tab-lish-ments	Wom-en—White
		White	Negro				White	Negro				White	Negro		White	Negro		
All industries.....	192	3,886	1,296	1	61	28	1,661	770	12	85	3	3	58	156	2,070	438	2	6
Per cent distribution.....		100.0	100.0		1.6		42.7	60.8		2.2		0.1	4.6		53.3	34.6		0.2
Manufacturing:																		
Boxes, wooden.....	3	190				2	173							1	17			
Cigars.....	10	1,694	155	1	61	6	1,191	149					3	442	6			
Food—																		
Bread and bakery products.....	2	31				1	11		1	20								
Fish, canned.....	3	3	58								3	3	58					
Other food products.....	6	56	339			2	37							4	19	339		
Miscellaneous.....	3	63	1			3	63	1										
General mercantile:																		
Sales.....	23	1,026							1	60				20	960		2	6
Workroom.....	10	78							1	5				9	73			
5-and-10-cent stores.....	24	516												24	516			
Laundries.....	18	229	713			14	186	620						4	43	93		

¹ Details aggregate more than total because workrooms in mercantile establishments are shown separately.

TABLE XIV.—Time lost and overtime, by industry—Women whose time worked was reported in hours

WHITE WOMEN

Industry	Number of women for whom hours worked were reported			Women who lost time												Women who worked overtime											
				Total				Women who lost—								Total				Women who worked overtime—							
								Under 5 hours		5 and under 10 hours		10 and under 15 hours		15 hours and over						Under 5 hours		5 and under 10 hours		10 and under 15 hours		15 hours and over	
								Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent					Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All industries.....	178	58	32.6	72	40.4	23	31.9	24	33.3	6	8.3	19	26.4	48	27.0	28	58.3	12	25.0	3	6.2	5	10.4				
Manufacturing:																											
Boxes, wooden.....	2			2	100.0	2	100.0																				
Cigars.....	3			3	100.0					2	66.7	1	33.3														
Food, other than bakery products and canned fish.....	29	23	79.3	6	20.7	1	16.7	2	33.3	1	16.7	2	33.3														
Miscellaneous.....	41	18	43.9	12	29.3	2	16.7	5	41.7			5	41.7	11	26.8	2	18.2	3	27.3	1	9.1	5	45.5				
Laundries.....	103	17	16.5	49	47.6	18	36.7	17	34.7	3	6.1	11	22.4	37	35.9	26	70.3	9	24.3	2	5.4						
NEGRO WOMEN																											
Laundries.....	239	62	25.9	126	52.7	79	62.7	13	10.3	16	12.7	18	14.3	51	21.3	29	56.9	19	37.3	3	5.9						

TABLE XV.—Time lost and overtime, by industry—Women whose time worked was reported in days

WHITE WOMEN

Industry	Number of women for whom days worked were reported	Number and per cent of women who worked on—					
		Scheduled number of days		Less than the scheduled number of days		More than the scheduled number of days	
		Number	Per cent	Number	Per cent	Number	Per cent
All industries.....	3,473	2,766	79.6	685	19.7	22	0.6
Manufacturing:							
Boxes, wooden.....	28			28	100.0		
Cigars.....	1,932	1,416	73.3	500	25.9	16	.8
Food—							
Bread and bakery products.....	38	35	92.1	3	7.9		
Fish, canned.....	2	2	100.0				
Other food products.....	15	9	60.0	6	40.0		
Miscellaneous.....	10			10	100.0		
General mercantile:							
Sales.....	736	685	93.1	51	6.9		
Workroom.....	78	63	80.8	9	11.5	6	7.7
5-and-10-cent stores.....	513	443	86.4	70	13.6		
Laundries.....	121	113	93.4	8	6.6		

NEGRO WOMEN

All industries.....	419	330	78.7	89	21.2		
Manufacturing:							
Cigars.....	12	1	8.3	11	91.7		
Food—							
Fish, canned.....	26	11	42.3	15	57.7		
Laundries.....	381	318	83.5	63	16.5		

TABLE XVI.—Number of timeworkers and of pieceworkers and their median earnings, by industry—White women

Industry	Number of women reported	Women who were on—								
		Timework			Piecework			Both timework and piecework		
		Number	Per cent	Median earnings	Number	Per cent	Median earnings	Number	Per cent	Median earnings
All industries.....	4,342	1,820	41.9	\$12.80	2,517	58.0	\$16.45	5	0.1	(¹)
Manufacturing:										
Boxes, wooden.....	190	71	37.4	10.55	119	62.6	11.30			
Cigars.....	2,427	38	1.6	18.65	2,385	98.3	16.80	4	.2	(¹)
Food—										
Bread and bakery products.....	38	38	100.0	11.30						
Fish, canned.....	3				2	66.7	(¹)	1	33.3	(¹)
Other food products.....	44	44	100.0	11.00						
Miscellaneous.....	62	51	82.3	10.05	11	17.7	(¹)			
General mercantile:										
Sales.....	760	760	100.0	18.10						
Workroom.....	78	78	100.0	18.45						
5-and-10-cent stores.....	516	516	100.0	10.05						
Laundries.....	224	224	100.0	12.35						

¹ Not computed, owing to the small number involved.

TABLE XVII.—*Week's earnings of timeworkers and of pieceworkers, all industries—White women*

Week's earnings	Number of women reported	Number of women who were on—		
		Timework	Piecework	Both time-work and piecework
Total.....	4,342	1,820	2,517	5
Per cent distribution.....	100.0	41.9	58.0	0.1
Median.....	\$15.10	\$12.80	\$16.45	(1)
Under \$1.....	1	—	1	—
\$1 and under \$2.....	22	5	17	—
\$2 and under \$3.....	34	9	25	—
\$3 and under \$4.....	39	15	24	—
\$4 and under \$5.....	33	9	24	—
\$5 and under \$6.....	43	21	22	—
\$6 and under \$7.....	69	30	38	1
\$7 and under \$8.....	148	37	111	—
\$8 and under \$9.....	352	130	222	—
\$9 and under \$10.....	258	177	81	—
\$10 and under \$11.....	277	204	72	1
\$11 and under \$12.....	226	143	82	1
\$12 and under \$13.....	268	165	103	—
\$13 and under \$14.....	193	59	134	—
\$14 and under \$15.....	180	70	110	—
\$15 and under \$16.....	265	131	132	2
\$16 and under \$17.....	186	47	139	—
\$17 and under \$18.....	194	61	133	—
\$18 and under \$19.....	246	99	147	—
\$19 and under \$20.....	165	40	125	—
\$20 and under \$21.....	178	70	108	—
\$21 and under \$22.....	118	21	97	—
\$22 and under \$23.....	133	54	79	—
\$23 and under \$24.....	91	23	68	—
\$24 and under \$25.....	64	13	51	—
\$25 and under \$30.....	339	108	231	—
\$30 and under \$35.....	132	28	104	—
\$35 and under \$40.....	44	18	26	—
\$40 and over.....	44	33	11	—

¹ Not computed, owing to the small number involved.

TABLE XVIII.—*Week's earnings and time worked, all industries—White women*

A.—WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS

Week's earnings	Number of women reported	Number of women earning each specified amount who worked—							
		Under 36 hours ¹	36 and under 44 hours ²	44 and under 48 hours	Over 48 and under 54 hours ³	54 hours	Over 54 and under 58 hours	58 and under 60 hours	60 hours and over ⁴
Total	178	18	28	17	28	28	18	13	28
Per cent distribution	100.0	10.1	15.7	9.6	15.7	15.7	10.1	7.3	15.7
Median	\$11.00	\$5.65	\$9.65	\$11.75	\$10.40	\$10.00	\$12.60	\$11.55	\$18.75
\$1 and under \$2	1	1							
\$2 and under \$3	1		1						
\$3 and under \$4	5	4	1						
\$4 and under \$5	3	2	1						
\$5 and under \$6	4	3	1						
\$6 and under \$7	4	2		1	1				
\$7 and under \$8	8	2			4	2			
\$8 and under \$9	17	1	3	1	3	9			
\$9 and under \$10	20	2	11		3	3	1		
\$10 and under \$11	26	1	3	5	8	4	2		3
\$11 and under \$12	25		4	2		1	6	12	
\$12 and under \$13	12		2			3	4		3
\$13 and under \$14	12			4	3	1	3		1
\$14 and under \$15	5			3	2				
\$15 and under \$16	6		1	1	2				2
\$16 and under \$17	1						1		
\$17 and under \$18	4				1			1	2
\$18 and under \$19	5					1			4
\$19 and under \$20	3								3
\$20 and under \$21	3					1			2
\$21 and under \$22	3					2			1
\$22 and under \$23	1								1
\$23 and under \$24	2						1		1
\$24 and under \$25									
\$25 and under \$30	4				1				3
\$30 and under \$35	2					1			1
\$35 and under \$40	1								1

¹ Only 3 of these women worked as long as 33 hours.² Only 1 woman worked exactly 40 hours; 18 working 36 and under 39 hours had a median of \$9.55.³ No woman worked exactly 48 hours. Only 2 women worked 50 hours; one of these earned \$7 and under \$8, and another, \$8 and under \$9.⁴ Of these, 7 worked 69 hours or more and their earnings ranged from \$10 and under \$11 to \$35 and under \$40; one of these worked 83 hours and earned \$33, and another worked 84½ hours and earned \$37.

TABLE XVIII.—*Week's earnings and time worked, all industries—White women—Continued*

B.—WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS

WOMEN IN FLORIDA INDUSTRIES

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	7 days
Total.....	3,473	55	1	32	2	39	17	88	8	375	279	2,561	16
Per cent distribution.....	100.0	1.6	(¹)	0.9	0.1	1.1	0.5	2.5	0.2	10.8	8.0	73.7	0.5
Median.....	\$14.65	\$2.35	(²)	\$4.80	(²)	\$6.90	\$6.75	\$9.10	(²)	\$12.25	\$15.70	\$15.55	\$28.00
Under \$1.....	2	2											
\$1 and under \$2.....	20	19		1									
\$2 and under \$3.....	24	18		4	1								
\$3 and under \$4.....	33	13	1	7		3				5		1	
\$4 and under \$5.....	27	2		5		8	1			3		1	
\$5 and under \$6.....	32			7	1	3	6			6		2	
\$6 and under \$7.....	52			1		6	2		2	23	1	6	
\$7 and under \$8.....	127			2		5	1		8	22	5	82	
\$8 and under \$9.....	316			4		4			6	45	12	244	
\$9 and under \$10.....	208					5			11	21	9	161	
\$10 and under \$11.....	222					3			9	26	10	174	
\$11 and under \$12.....	181					1			5	29	14	132	
\$12 and under \$13.....	238					3			8	32	23	173	
\$13 and under \$14.....	154	1		1		4			3	22	15	108	
\$14 and under \$15.....	154					1			5	17	21	110	
\$15 and under \$16.....	226					1			1	24	42	158	
\$16 and under \$17.....	157								1	33	38	85	
\$17 and under \$18.....	169						1			33	33	102	
\$18 and under \$19.....	189									9	16	164	
\$19 and under \$20.....	116					1				12	18	84	
\$20 and under \$21.....	159									1	15	141	2
\$21 and under \$22.....	74									2		72	
\$22 and under \$23.....	105								1	6		96	
\$23 and under \$24.....	77										2	75	
\$25 and under \$25.....	56										1	54	1
\$25 and under \$30.....	224									3	2	213	6
\$30 and under \$35.....	64											58	6
\$35 and under \$40.....	30											28	1
\$40 and over.....	37											37	

¹ Less than 0.05 per cent.² Not computed, owing to the small number involved.

TABLE XIX.—Earnings of white 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 hours or days in—									
	All in- dustries	The manufacture of—					General mercantile		5-and-10- cent stores	Laundries
		Cigars	Food			Miscel- laneous	Sales	Work- room		
			Bread and bak- ery prod- ucts	Fish, canned	Other food products					
Total.....	2,824	1,416	35	2	32	18	685	63	443	130
Per cent distribution.....	100.0	50.1	1.2	0.1	1.1	0.6	24.3	2.2	15.7	4.6
Median.....	\$15.60	\$17.05	\$11.50	(¹)	\$12.00	\$10.55	\$18.40	\$18.60	\$10.30	\$13.25
\$3 and under \$4.....	1	1								
\$4 and under \$5.....	1	1								
\$5 and under \$6.....	2	2								
\$6 and under \$7.....	7	6								
\$7 and under \$8.....	88	79			2				5	
\$8 and under \$9.....	254	159			8		5		78	3
\$9 and under \$10.....	168	27	6	1	3		15		102	13
\$10 and under \$11.....	187	20	8		2		13	1	120	16
\$11 and under \$12.....	138	38	7	1	1		22		66	1
\$12 and under \$13.....	196	54	10		11		58	2	31	30
\$13 and under \$14.....	122	81	1				10		21	8
\$14 and under \$15.....	132	67	1				42	4	8	10
\$15 and under \$16.....	201	86					85	10	6	13
\$16 and under \$17.....	119	83					26	2		8
\$17 and under \$18.....	134	82					43	3	2	3
\$18 and under \$19.....	183	94	2			1	58	16	2	10
\$19 and under \$20.....	99	71					25	3		
\$20 and under \$21.....	154	90			1		50	5	1	7
\$21 and under \$22.....	74	61			2		11			
\$22 and under \$23.....	96	46					47	1	1	1
\$23 and under \$24.....	76	57					13	3		3
\$24 and under \$25.....	54	45					9	4		
\$25 and under \$30.....	216	117				1	90	4		4
\$30 and under \$35.....	28	32			1		22	3		
\$35 and under \$40.....	28	12					14	2		
\$40 and over.....	36	5					27	4		

¹ Not computed, owing to the small number involved.

TABLE XX.—Median of the earnings by time worked and industry—White women

Industry	All women for whom earnings were reported		Women whose time worked was reported in—													
			Hours													
			Total		Under 48 hours		Over 48 and under 50 hours		50 hours		Over 50 and under 54 hours		54 hours		Over 54 and under 60 hours	
			Number	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
Total.....	4,425	\$15.00	178	\$11.00	63	\$9.60	12	(1)	2	(1)	14	(1)	28	\$10.00	31	\$11.70
Manufacturing:																
Boxes, wooden.....	190	11.05	2	(1)	2	(1)										
Cigars.....	2,494	16.65	3	(1)	3	(1)										
Food—																
Bread and bakery products.....	38	11.30														
Fish, canned.....	3	(1)														
Other food products.....	54	9.35	29	8.95	4	(1)	1	(1)	1	(1)			23	9.50		
Miscellaneous.....	63	10.55	41	10.50	17	10.10	9	(1)	1	(1)	4	(1)	1	(1)	3	(1)
General mercantile:																
Sales.....	760	18.10														
Workroom.....	78	18.45														
5-and-10-cent stores.....	516	10.05														
Laundries.....	229	12.30	103	11.65	37	9.75	2	(1)			10	(1)	4	(1)	28	11.75

Industry	Women whose time worked was reported in—Continued															
	Hours—Continued		Days ²													
	60 hours and over		Total		Under 4 days		4 days		5 days		5½ days		6 days		7 days	
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
Total.....	28	\$18.75	3,473	\$14.65	146	\$4.25	88	\$9.10	383	\$12.15	279	\$15.70	2,561	\$15.55	16	\$28.00
Manufacturing:																
Boxes, wooden.....			28	10.00												
Cigars.....			1,932	15.55	90	(1) 3.70	68	(1) 9.50	4	(1) 12.65	200	(1) 16.25	1,227	(1) 17.55	16	(1) 28.00
Food—																
Bread and bakery products.....			38	11.30	1	(1)	1	(1)			1	(1)	35	(1) 11.50		
Fish, canned.....			2	(1)									2	(1)		
Other food products.....			15	12.05			1	(1)	5	(1)	9	(1)				
Miscellaneous.....	6	(1)	10	(1)	7	(1)			3	(1)						
General mercantile:																
Sales.....			736	18.10	20	6.00	7	(1)	13	(1)	11	(1)	685	(1) 18.40		
Workroom.....			78	18.45	1	(1)			2	(1)	4	(1)	71	(1) 18.55		
5-and-10-cent stores.....			513	10.05	23	3.95	9	(1)	23	(1) 7.85	15	(1) 9.40	443	(1) 10.30		
Laundries.....	22	18.75	121	12.80	2	(1)	1	(1)	2	(1)	18	(1) 15.35	98	(1) 12.75		

¹ Not computed, owing to the small number involved.

² Records show only that employee worked on so many days, not that full time was worked.

TABLE XXI.—Median of the earnings of white women who worked the firm's scheduled week, by industry and scheduled hours ¹

Scheduled hours	Number of women who worked the firm's scheduled hours or days and their median earnings in—																			
	All industries		The manufacture of—								General mercantile				5-and-10-cent stores		Laundries			
			Cigars		Food				Miscellaneous		Sales		Workroom							
	Number of women	Median earnings			Number of women	Median earnings	Number of women	Median earnings							Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
Total.....	2,332	\$14.95	939	\$15.65	20	\$11.85	34	\$11.50	18	\$10.55	685	\$18.40	63	\$18.60	443	\$10.30	130	\$13.25		
36 and under 44 ²	53	8.50	53	8.50																
44 and under 48	11	(⁴)							7	(⁴)								4	(⁴)	
48 and under 50 ³	223	21.50			20	11.85			8	(⁴)	178	22.55	17	18.70						
50	235	15.85	189	16.35											46	11.90				
Over 50 and under 54	599	15.80	63	11.35			9	(⁴)	3	(⁴)	455	16.85	43	18.40					26	15.00
54	214	15.65	105	22.75			23	9.50			9	(⁴)			25	9.65			52	12.20
Over 54 and under 58	616	10.55	184	13.05			2	(⁴)			40	14.00	3	(⁴)	372	10.20			15	13.50
58 and under 60	356	17.65	345	17.85							3	(⁴)							8	(⁴)
60 and under 62	25	15.65																	25	15.65

¹ If a woman was present on each working day and the record gave the scheduled daily hours, the woman was counted as having worked the full schedule though the record did not show that she worked the entire day.
² Includes canned fish, not shown separately because number too small for the computation of a median.
³ All 41 hours.
⁴ Not computed, owing to the small number involved.
⁵ Only 3 women worked 48 hours; these were saleswomen in general mercantile and each earned \$12.

TABLE XXII.—Weekly rate and actual week's earnings by industry—White women

Amount	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—																			
	All industries		The manufacture of—										General mercantile				5-and-10-cent stores		Laundries	
			Boxes, wooden		Cigars		Food				Miscellaneous		Sales		Workroom					
	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Bread and bakery products		Other food products ¹		Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings
Weekly rate							Week's earnings	Weekly rate	Week's earnings											
Total.....	1,755	1,755	68	68	10	10	38	38	44	44	50	50	747	747	78	78	516	516	204	204
Median.....	\$12.90	\$12.65	\$11.50	\$10.65	(?)	(?)	\$10.00	\$11.30	\$12.00	\$11.00	\$10.50	\$10.00	\$17.60	\$18.15	\$18.50	\$18.45	\$10.30	\$10.05	\$12.50	\$12.05
Under \$4.....	7	28				2							2							4
\$4 and under \$5.....	9	9				1							2							1
\$5 and under \$6.....	21	21		5									2							4
\$6 and under \$7.....	29	29	1	3	3								5							4
\$7 and under \$8.....	17	36						3		2			7							3
\$8 and under \$9.....	112	129	4	8				1	10	10	4		5							3
\$9 and under \$10.....	195	175	11	7			15	6	5	3	5		2						1	2
\$10 and under \$11.....	252	203	17	8			11	8	3	3	14	10	16	1	2			148	124	21
\$11 and under \$12.....	126	140	2	8				7	1	6	2	4	34					76	68	42
\$12 and under \$13.....	183	160	6	8			5	10	11	11	3		71	62	4	3		36	31	47
\$13 and under \$14.....	51	54	4	3			1	1			5	2	16	4		3		22	21	15
\$14 and under \$15.....	82	69	5	1	1	1	1	1	5		1		47	43	4	4		8	8	10
\$15 and under \$16.....	143	121	7	3							3		96	87	14	10		17	7	16
\$16 and under \$17.....	77	44	3	5						1			60	27	3	4		1	1	10
\$17 and under \$18.....	52	60	1	1							1	2	42	45	3	5		2	2	8
\$18 and under \$19.....	145	94	7	1	3	3	2	2	1	1			102	61	21	17		1	2	8
\$19 and under \$20.....	22	33											19	29	3	4				
\$20 and under \$21.....	86	69							1	1	1		69	51	6	7		1	1	9
\$21 and under \$22.....	7	17							2	2			5							
\$22 and under \$23.....	47	51									1		42	38	2	1		1	1	1
\$23 and under \$24.....	12	21		1									13	3	3	3				3
\$24 and under \$25.....	4	11			2	2							2	9						
\$25 and under \$30.....	85	103			1	1					1	1	74	93	5	4				4
\$30 and under \$35.....	15	28							1	1			11	22	3	4				
\$35 and under \$40.....	15	18											13	15	2	2				
\$40 and over.....	19	32											14	27	5	5				

¹ Exclusive of canned fish, for which rates were not reported.

² Not computed, owing to the small number involved.

TABLE XXIII.—Weekly rate and scheduled weekly hours, all industries—White women

Weekly rate	Number of women reported	Number of women receiving each specified rate whose scheduled hours were—									
		Over 44 and under 48	48 and under 50	50	Over 50 and under 52	52	Over 52 and under 54	54	Over 54 and under 55	55 and under 60	60 and under 62
Total.....	1,737	31	¹ 259	52	348	79	188	164	28	² 505	³ 83
Median.....	\$12.95	\$11.70	\$18.65	\$11.85	\$15.30	\$17.25	\$16.00	\$10.75	\$10.50	\$10.45	\$12.75
\$6 and under \$7.....	7		2	3					1		1
\$7 and under \$8.....	17		6		1			3		7	4
\$8 and under \$9.....	112	1	7		5		2	12		81	6
\$9 and under \$10.....	188		10		7	2		54	6	103	6
\$10 and under \$11.....	247	6	7	12	16		24	17	14	133	18
\$11 and under \$12.....	126	12		13	31			4	3	63	
\$12 and under \$13.....	180	1	6	6	52	2	28	26	2	40	17
\$13 and under \$14.....	50	8	2	5	4	1		1	1	21	6
\$14 and under \$15.....	82	2		3	42		7	13		14	1
\$15 and under \$16.....	143	1	2	5	56	20	32	7		8	12
\$16 and under \$17.....	77		37	1	6	11	2	4		11	5
\$17 and under \$18.....	52		1	2	18	13	10	2		6	
\$18 and under \$19.....	144		77	1	34	2	12	5		4	9
\$19 and under \$20.....	22				4	9		7			
\$20 and under \$21.....	86		31	1	27		15	5	1	5	1
\$21 and under \$22.....	7				1		4	2			
\$22 and under \$23.....	47		26		12		6	1		1	1
\$23 and under \$24.....	12					6	3	1		2	
\$24 and under \$25.....	4						2	2			
\$25 and under \$30.....	85		27		22	10	17	2		5	2
\$30 and under \$35.....	15		3		4	1	5	1		1	
\$35 and under \$40.....	15		9		2		4				
\$40 and over.....	19		6		4	2	7				

¹ Only 3 women worked 48 hours, and these earned \$12 and under \$13.

² Only 2 women worked 55 hours, and these earned \$16 and under \$17.

³ All 60 hours but 1 laundry worker, who had a scheduled week of 61½ hours.

TABLE XXIV.—Median of the weekly rate and scheduled weekly hours, by industry—White women

Industry	All women reported		Number of women and their median rate whose scheduled hours were—																				
			Over 44 and under 48		48 and under 50		50		Over 50 and under 52		52		Over 52 and under 54		54		Over 54 and under 55		55 and under 60		60 and over		
	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	
All industries ¹	1,737	\$12.95	31	\$11.70	259	\$18.65	52	\$11.85	348	\$15.30	79	\$17.25	188	\$16.00	164	\$10.75	28	\$10.50	505	\$10.45	83	\$12.75	
Manufacturing:																							
Boxes, wooden.....	68	11.50													27	10.90					41	12.75	
Food—																							
Bread and bakery products.....	20	9.85			20	9.85																	
Other food products.....	44	12.00											10	(*)	34	9.80							
Miscellaneous.....	50	10.50	11	(*)	19	8.50			20	10.85													
General mercantile:																							
Sales.....	747	17.60			201	18.90			299	15.30	63	17.30	120	18.65	9	(*)				55	14.75		
Workroom.....	78	18.50			19	18.80			24	18.15	8	(*)	24	18.35						3	(*)		
5-and-10-cent stores.....	516	10.30					49	11.95							31	9.60	16			420	10.25		
Laundries.....	204	12.50	20	11.90					5	(*)	8	(*)	34	12.15	56	12.10	12	(*)		27	14.90	42	12.75

¹ Total includes cigar manufacturing, not shown separately because number too small for the computation of a median.

² Only 3 women, all in general-mercantile sales, had scheduled hours of 48.

³ Only 2 women, both in laundries, had scheduled hours of 55. Only 13, in laundries and general-mercantile sales, had hours of 58 or 59.

⁴ Not computed, owing to the small number involved.

TABLE XXV.—Median of the week's earnings and time in the trade, by industry—White women

Industry	All women reporting		Number of women and the median of their earnings with experience in the trade of—																			
			Under 1 year						1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 years and over							
			Total		Under 6 months		6 months and under 1 year															
			Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings				
All industries ¹	1,786	\$14.45	381	\$10.70	227	\$10.00	154	\$12.45	257	\$12.60	235	\$13.90	250	\$15.50	146	\$15.85	260	\$16.50	136	\$18.50	121	\$18.45
Per cent distribution.....	100.0		21.3		12.7		8.6		14.4		13.2		14.0		8.2		14.6		7.6		6.8	
Manufacturing:																						
Boxes, wooden.....	115	11.60	21	8.75	14	(²)	7	(²)	15	12.40	13	(²)	15	11.40	9	(²)	19	12.50	6	(¹)	17	13.25
Cigars.....	855	16.65	201	13.55	115	11.20	86	15.65	117	15.55	118	17.25	136	18.15	76	18.75	95	19.50	57	18.40	55	18.55
Food—																						
Bread and bakery products.....	28	11.65	16	11.00	11	(²)	5	(²)	6	(²)	4	(²)			1	(²)	1	(²)				
Other food products.....	28	11.60	11	(²)	6	(²)	5	(²)	10	(²)	2	(²)	1	(²)			2	(²)		2	(²)	
Miscellaneous.....	44	10.50	11	(²)	7	(²)	4	(²)	10	(²)	5	(²)	5	(²)	2	(²)	5	(²)	3	(²)	3	(²)
General mercantile:																						
Sales.....	369	15.80	24	12.60	13	(²)	11	(²)	28	15.00	35	12.75	56	14.45	27	17.15	103	17.10	56	21.00	40	22.35
Workroom.....	27	17.90	1	(²)	1	(²)			1	(²)	1	(²)	4	(²)	2	(²)	6	(²)	6	(²)	6	(²)
5-and-10-cent stores.....	320	10.00	96	9.15	60	9.15	36	9.20	70	10.00	57	10.40	33	10.75	29	10.70	29	11.30	6	(²)		

¹ Excludes laundries, for which this information was not obtained.
² Not computed, owing to the small number involved.

TABLE XXVI.—Year's earnings of white 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	Hotels and restaurants
		Boxes, wooden	Cigars	Food		Miscellaneous	Sales	Work-room		
				Bread and bakery products	Other food products					
Total.....	139	10	23	4	3	3	57	2	31	16
Median.....	\$781	(²)	\$786	(²)	(²)	(²)	\$1,020	(²)	\$576	(²)
\$400 and under \$450.....	4				1				2	1
\$450 and under \$500.....	10	1	1		1	1			5	1
\$500 and under \$550.....	10	1	1	3					5	
\$550 and under \$600.....	11	1	1			1			7	1
\$600 and under \$650.....	8			1			1		6	
\$650 and under \$700.....	8	2	2						1	2
\$700 and under \$750.....	12	1	5				2		3	1
\$750 and under \$800.....	11	2	3				5		1	
\$800 and under \$850.....	7	1	1				4	1		
\$850 and under \$900.....	8		2				6			
\$900 and under \$950.....	10	1	2				6		1	
\$950 and under \$1,000.....	4						4			
\$1,000 and under \$1,100.....	9		1				8			
\$1,100 and under \$1,200.....	7		2				5			
\$1,200 and under \$1,400.....	10		2				7	1		
\$1,400 and under \$1,600.....	7				1		6			
\$1,600 and under \$1,800.....	2						2			
\$1,800 and under \$2,000.....										
\$2,000 and under \$2,100.....	1						1			

¹ Included here because receiving neither meals nor room in addition to earnings. If omitted, the median for the 133 women is \$788.

² Not computed, owing to the small number involved.

TABLE XXVII.—Length of actual day's work in hotels and
ALL ESTABLISHMENTS

Occupation	Number of employees reported		Number of employe-days ¹		Number of employee-days ¹ whose actual working hours were—							
					Under 5		5 and under 6		6 and under 7		7 and under 8	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All occupations.....	921	446	6,368	3,095	170	150	2,188	133	328	547	1,299	856
Per cent distribution.....			100.0	100.0	2.7	4.8	34.4	4.3	5.2	17.7	20.4	27.7
Waitress; counter girl.....	649	14	4,479	98	165	80	2,137		130	18	587	
Maid.....	197	300	1,378	2,097	5	70	51	113	142	429	625	702
Kitchen worker.....	42	83	292	571				12	28	14	18	66
Laundry worker.....	24	26	156	168						24	62	60
Elevator girl.....	9	15	63	105				8	28	41	7	7
Night cleaner.....		8		56						21		21

SEASONAL ESTABLISHMENTS

All occupations.....	692	151	4,818	1,055	9	73	2,154	23	223	79	923	172
Per cent distribution.....			100.0	100.0	0.2	6.9	44.7	2.2	4.6	7.5	19.2	16.3
Waitress; counter girl.....	500	10	3,485	70	9	70	2,109		109		455	
Maid.....	148	87	1,036	607		3	45	18	93	75	450	127
Kitchen worker.....	29	40	203	280				5	21	4	18	45
Laundry worker.....	15	12	94	84								
Night cleaner.....		2		14								

YEAR-ROUND ESTABLISHMENTS

All occupations.....	229	295	1,550	2,040	161	77	34	110	105	468	376	684
Per cent distribution.....			100.0	100.0	10.4	3.8	2.2	5.4	6.8	22.9	24.3	33.5
Waitress; counter girl.....	149	4	994	28	156	10	28		21	18	132	
Maid.....	49	213	342	1,490	5	67	6	95	49	354	175	575
Kitchen worker.....	13	43	89	291				7	7	10		21
Laundry worker.....	9	14	62	84						24	62	60
Elevator girl.....	9	15	63	105				8	28	41	7	7
Night cleaner.....		6		42						21		21

¹ Obtained by multiplying each schedule of daily hours by the number of women working such a schedule.

restaurants, by occupation and type of establishment

ALL ESTABLISHMENTS

Number of employee-days¹ whose actual working hours were—Continued

8		Over 8 and under 9		9		Over 9 and under 10		10		Over 10 and under 11		11 and under 12		12 and over	
White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
828	588	279	198	282	106	141	80	508	148	145	50	169	179	31	60
13.0	19.0	4.4	6.4	4.4	3.4	2.2	2.6	8.0	4.8	2.3	1.6	2.7	5.8	0.5	1.9
279	442	218	34	142	87	138	3	414	35	132	4	127	46	10	15
396	62	175	23	58	41	10	63	52	86	13	46	42	127	21	31
52	84	20		46											
94															
7		7		7	7	7		7	29				6		14

SEASONAL ESTABLISHMENTS

599	449	146	23	103	25	45	28	402	62	97	26	96	81	21	14
12.4	42.6	3.0	2.2	2.1	2.4	0.9	2.7	8.3	5.9	2.0	2.5	2.0	7.7	0.4	1.3
133		118		7		45		334		91		75			
330	352	28		62	18			28	7				7		
42	13		23	34	7		28	40	55	6	26	21	74	21	
94	84														14

YEAR-ROUND ESTABLISHMENTS

229	139	133	175	179	81	96	52	106	86	48	24	73	98	10	46
14.8	6.8	8.6	8.6	11.5	4.0	6.2	2.5	6.8	4.2	3.1	1.2	4.7	4.8	0.6	2.3
146		100		135		93		80		41		52		10	
66	90	6	175	25	40	3	10	7	26		4		39		15
10	49	20		12	34		35	12	31	7	20	21	53		31
7		7		7	7		7	7	29				6		

TABLE XXVIII.—Over-all hours in hotels and ALL ESTABLISHMENTS

Occupation	Number of employees reported		Number of employee-days ¹		Number of employee-days ¹ whose over-all hours were—									
					Under 5		5 and under 6		6 and under 7		7 and under 8		8 and under 9	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro		
All occupations..	921	442	6,368	3,067	15	70	22	64	131	214	154	569	450	564
Per cent distribution..	-----	-----	100.0	100.0	0.2	2.3	0.3	2.1	2.1	7.0	2.4	18.6	7.1	18.4
Waitress; counter girl..	649	14	4,479	98	11	7	7	7	4	16	-----	159	6	
Maid.....	197	296	1,378	2,069	4	70	15	49	96	142	128	516	278	456
Kitchen worker.....	42	83	292	571	-----	-----	-----	7	7	6	10	8	-----	42
Laundry worker.....	24	26	156	168	-----	-----	-----	-----	-----	-----	-----	24	6	60
Elevator girl.....	9	15	63	105	-----	-----	-----	8	28	41	-----	-----	7	-----
Night cleaner.....	-----	8	-----	56	-----	-----	-----	-----	-----	21	-----	21	-----	-----

SEASONAL ESTABLISHMENTS

All occupations..	692	151	4,818	1,055	9	3	8	-----	65	17	127	111	217	32
Per cent distribution..	-----	-----	100.0	100.0	0.2	0.3	0.2	-----	1.3	1.6	2.6	10.5	4.5	3.0
Waitress; counter girl..	500	10	3,485	70	9	-----	-----	-----	-----	7	-----	100	-----	-----
Maid.....	148	87	1,036	607	-----	3	8	-----	65	14	110	103	117	18
Kitchen worker.....	29	40	203	280	-----	-----	-----	-----	3	10	-----	8	-----	14
Laundry worker.....	15	12	94	84	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Night cleaner.....	-----	2	-----	14	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

YEAR-ROUND ESTABLISHMENTS

All occupations..	229	291	1,550	2,012	6	67	14	64	66	197	27	458	233	532
Per cent distribution..	-----	-----	100.0	100.0	0.4	3.3	0.9	3.2	4.3	9.8	1.7	22.8	15.0	26.4
Waitress; counter girl..	149	4	994	28	2	-----	7	-----	-----	4	9	-----	59	6
Maid.....	49	209	342	1,462	4	67	7	49	31	128	18	413	161	438
Kitchen worker.....	13	43	89	291	-----	-----	-----	7	7	3	-----	-----	-----	28
Laundry worker.....	9	14	62	84	-----	-----	-----	-----	-----	-----	-----	24	6	60
Elevator girl.....	9	15	63	105	-----	-----	-----	8	28	41	-----	-----	7	-----
Night cleaner.....	-----	6	-----	42	-----	-----	-----	-----	-----	21	-----	21	-----	-----

¹ Obtained by multiplying each schedule of daily hours by the number of women working such a schedule.

restaurants, by occupation and type of establishment

ALL ESTABLISHMENTS

Number of employee-days¹ whose over-all hours were—Continued

9 and under 10		10 and under 11		11 and under 12		12 and under 13		13 and under 14		14 and under 15		15 and under 16		16 and under 17		17 and under 18	
White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
538	592	380	105	241	207	1,418	314	2,726	224	265	90	7	13	21	35	---	6
8.4	19.3	6.0	3.4	3.8	6.7	22.3	10.2	42.8	7.3	4.2	2.9	0.1	0.4	0.3	1.1	---	0.2
73	---	299	---	105	70	1,017	---	2,607	18	171	---	---	---	14	---	---	---
338	488	18	87	117	64	332	57	14	51	38	77	---	6	---	---	---	6
33	20	7	18	19	73	69	257	98	127	49	13	---	---	---	---	---	---
94	84	56	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	7	14	7	---	7	7	7	35	---	---
---	---	---	---	---	---	---	---	14	14	---	---	---	---	---	---	---	---

SEASONAL ESTABLISHMENTS

469	442	252	36	123	141	1,141	179	2,263	69	144	19	---	---	---	---	---	---	6
9.7	41.9	5.2	3.4	2.6	13.4	23.7	17.0	47.0	6.5	3.0	1.8	---	---	---	---	---	---	0.6
39	---	244	---	7	70	803	---	2,201	---	75	---	---	---	---	---	---	---	---
314	350	1	30	110	33	270	2	7	29	34	19	---	---	---	---	---	---	6
22	8	7	6	6	38	68	177	55	26	35	---	---	---	---	---	---	---	---
94	84	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---	14	---	---	---	---	---	---	---	---	---

YEAR-ROUND ESTABLISHMENTS

69	150	128	69	118	66	277	135	463	155	121	71	7	13	21	35	---	---
4.5	7.5	8.3	3.4	7.6	3.3	17.9	6.7	29.9	7.7	7.8	3.5	0.5	0.6	1.4	1.7	---	---
34	---	55	---	98	---	214	---	406	18	96	---	---	---	14	---	---	---
24	138	17	57	7	31	62	55	7	22	4	58	---	6	---	---	---	---
11	12	---	12	13	35	1	80	43	101	14	13	---	---	---	---	---	---
---	---	56	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	7	14	7	---	7	7	7	35	---	---
---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

TABLE XXIX.—Scheduled weekly hours in hotels and ALL ESTABLISHMENTS

Occupation	Number reported		Number of establishments and number of women whose weekly hours were—												
			44 and under			Over 44 and including 48			Over 48 and including 50			Over 50 and including 54			
	Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women	
		White	Negro		White	Negro		White	Negro		White	Negro		White	Negro
All occupations ¹	63	925	446	23	364	54	21	30	76	22	130	39	37	100	101
Per cent distribution.....	100.0	100.0		39.4	12.1		3.2	17.0		14.1	8.7		10.8	22.6	
Waitress; counter girl.....	50	653	14	11	346	14	3	6		11	60		13	53	
Maid.....	41	197	300	12	17	35	12	7	60	9	68	30	22	41	91
Kitchen worker.....	40	42	83	2	1	1	3	3	1	3	1	6	8	2	6
Laundry worker.....	5	24	26	1		4	2	12	10						
Elevator girl.....	9	9	15				2	2	2	1	1		6	4	4
Night cleaner.....	3		8				1		3	1		3			

SEASONAL ESTABLISHMENTS

All occupations.....	26	692	151	8	326	12	7	20	10	11	121	21	12	35	9
Per cent distribution.....	100.0	100.0		47.1	7.9		2.9	6.6		17.5	13.9		5.1	6.0	
Waitress; counter girl.....	25	500	10	6	315	10	1	1		7	52		5	28	
Maid.....	14	148	87	3	11	2	4	5	10	5	68	16	6	6	7
Kitchen worker.....	19	29	40				2	3		2	1	5	3	1	2
Laundry worker.....	2	15	12				1	11							
Night cleaner.....	1		2												

YEAR-ROUND ESTABLISHMENTS

All occupations.....	40	233	295	15	38	42	14	10	66	11	9	18	27	65	92
Per cent distribution.....	100.0	100.0		16.3	14.2		4.3	22.4		3.9	6.1		27.9	31.2	
Waitress; counter girl.....	25	153	4	5	31	4	2	5		4	8		8	25	
Maid.....	27	49	213	9	6	33	8	2	50	4		14	16	35	84
Kitchen worker.....	21	13	43	2	1	1	1		1	1		1	5	1	4
Laundry worker.....	3	9	14	1		4	1	1	10						
Elevator girl.....	9	9	15				2	2	2	1	1		6	4	4
Night cleaner.....	2		6				1		3	1		3			

¹ Details exceed total because some hotels are seasonal for some departments and year-round for others.

restaurants, by occupation and type of establishment

ALL ESTABLISHMENTS

Number of establishments and number of women whose weekly hours were—Continued																	
Over 54 and under 60			60 and under 65			65 and under 70			70 and under 75			75 and under 80			80 and over		
Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women	
	White	Negro		White	Negro		White	Negro		White	Negro		White	Negro		White	Negro
133	123	108	23	52	14	16	22	19	20	79	15	7	18	16	6	7	4
	13.3	24.2		5.6	3.1		2.4	4.3		8.5	3.4		1.9	3.6		0.8	0.9
17	60		8	24		6	16		13	72		4	14		1	2	
12	48	77	6	12	5	2	3	1	1	1		1	1				
11	9	11	10	8	8	9	3	18	11	6	15	5	4	15	4	5	2
1	4	12	1	8													
6	2	8	1		1												
															1		2

SEASONAL ESTABLISHMENTS

14	82	66	7	18	2	7	10	12	10	65	5	4	12	12	2	3	2
	11.8	43.7		2.6	1.3		1.4	7.9		9.4	3.3		1.7	7.9		0.4	1.3
9	25		2	5		2	5		7	60		1	9				
4	47	50	2	8	1	1	3					1		1			
6	6	4	4	5	1	5	2	12	5	5	5	4	3	11	1	3	
1	4	12													1		2

YEAR-ROUND ESTABLISHMENTS

20	41	42	16	34	12	9	12	7	11	14	10	3	6	4	4	4	2
	17.6	14.2		14.6	4.1		5.2	2.4		6.0	3.4		2.6	1.4		1.7	0.7
9	35		6	19		4	11		6	12		3	5		1	2	
8	1	27	4	4	4	1	1	1	1	1							
5	3	7	6	3	7	4	1	6	6	1	10	1	1	4	3	2	2
			1	8													
6	2	8	1		1												

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

Occupation	Number of women reported		Number of women with the same schedule each day whose work was—								Number of women working on—			
			In one unbroken shift		Broken by one period off duty		Broken by two periods off duty		Total number on uniform schedules		Two different schedules		More than two different schedules	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All occupations.....	927	442	43	51	272	153	468	23	783	227	119	149	25	66
Per cent distribution.....	100.0	100.0							84.5	51.4	12.8	33.7	2.7	14.9
Waitress; counter girl.....	649	14	34		153		420	10	607	10	41	4	1	
Maid.....	203	296	1	23	80	97	36	3	117	123	62	107	24	66
Kitchen worker.....	42	83	7	20	15	29	12	10	34	59	8	24		
Laundry worker.....	24	26			24	26			24	26				
Elevator girl.....	9	15	1			1			1	1	8	14		
Night cleaner.....		8		8						8				

TABLE XXXI.—Extent of the 7-day week in hotels and restaurants, by occupation

Occupation	Number of women reported		Number of women who worked on—					
			6 days		7 days		7 days, but one day shorter than others ¹	
	White	Negro	White	Negro	White	Negro	White	Negro
All occupations	945	466	80	27	865	439	72	147
Per cent distribution.....	100.0	100.0	8.5	5.8	91.5	94.2	² 8.5	² 35.4
Waitress, counter girl.....	657	14	65	---	592	14	16	4
Maid	211	312	1	3	210	309	51	120
Kitchen worker.....	44	91	2	10	42	81	5	23
Laundry worker.....	24	26	12	14	12	12	---	---
Elevator girl.....	9	15	---	---	9	15	---	---
Night cleaner.....	---	8	---	---	---	8	---	---

¹ Included in column next preceding.² Based on 851 white and 415 negro women, the number reporting daily hours.

TABLE XXXII.—Median of the weekly wage rates in hotels and restaurants establish

ALL ESTABLISHMENTS

Occupation	All women reported				Median of the rate where the women received also—			
	White		Negro		1 meal			
	White		Negro		White		Negro	
	Number	Median rate	Number	Median rate	Number of women	Median rate	Number of women	Median rate
All occupations.....	940	\$7.05	466	\$8.80	3	(1)	5	(1)
Per cent distribution.....	100.0		100.0		0.3		1.1	
Waitress; counter girl.....	651	5.75	14	(1)				
Maid.....	211	7.95	312	8.00	3	(1)	5	(1)
Kitchen worker.....	45	15.90	91	10.65				
Laundry worker.....	24	11.50	26	8.30				
Elevator girl.....	9	(1)	15	9.75				
Night cleaner.....			8	(1)				

SEASONAL ESTABLISHMENTS

All occupations.....	695	\$5.75	152	\$8.80				
Per cent distribution.....	100.0		100.0					
Waitress; counter girl.....	496	5.55	10	(1)				
Maid.....	154	7.50	88	5.95				
Kitchen worker.....	30	17.00	40	11.20				
Laundry worker.....	15	10.70	12	(1)				
Night cleaner.....			2	(1)				

YEAR-ROUND ESTABLISHMENTS

All occupations.....	245	\$10.15	314	\$8.80	3	(1)	5	(1)
Per cent distribution.....	100.0		100.0		1.2		1.6	
Waitress; counter girl.....	155	9.20	4	(1)				
Maid.....	57	12.60	224	8.55	3	(1)	5	(1)
Kitchen worker.....	15	11.75	51	9.95				
Laundry worker.....	9	(1)	14	(1)				
Elevator girl.....	9	(1)	15	9.75				
Night cleaner.....			6	(1)				

¹ Not computed, owing to the small number involved.

according to whether board and lodging supplied, by occupation and type of ment

ALL ESTABLISHMENTS

Median of the rate where the women received also—Contd.												Median where the women received neither meals nor lodging					
2 meals				3 meals				3 meals and lodging				White		Negro			
White		Negro		White		Negro		White		Negro		White		Negro			
Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate		
49 5.2	\$8.35	5 1.1	(1)	189 20.1	\$9.40	125 26.8	\$9.85	566 60.2	\$5.50	65 13.9	\$5.65	133 14.1	\$12.35	266 57.1	\$8.80		
47 2	8.35 (1)	1 2	(1) (1)	158 30	8.95 15.25	13 75	(1) 10.65	407 11	5.40 (1)	144 1	7.25 (1)	52 12	5.55 (1)	39 20	10.35 11.65	218 14	8.80 (1)
						2	(1)							9	(1)	15 6	9.75 (1)

SEASONAL ESTABLISHMENTS

39 5.6	\$8.25			81 11.7	\$10.05	69 45.4	\$10.15	523 75.3	\$5.50	63 41.4	\$5.65	52 7.5	\$12.35	20 13.2	\$12.75
39	8.25			62	8.70	10 27	(1) 9.30	385 125	5.35 7.15	50	5.55	10 29	(1) 12.60	11 9	(1) (1)
				19	20.75	30	11.50	9 4	(1) (1)	1 12	(1) (1)	2 11	(1) (1)		
						2	(1)								

YEAR-ROUND ESTABLISHMENTS

10 4.1	(1)	5 1.6	(1)	108 44.1	\$9.40	56 17.8	\$9.25	43 17.6	\$5.90	2 0.6	(1)	81 33.1	\$12.30	246 78.3	\$8.55
8 2	(1) (1)	1 2	(1) (1)	96 11	9.25 (1)	3 45	(1) 9.95	22 2	5.60 (1)	19 11.25	2	29 54	10.35 14.20	207 4	8.50 (1)
												9 9	(1) (1)	14 15	(1) 9.75
														6	(1)

TABLE XXXIII.—Weekly wage rates in hotels and restaurants, by occupation

Weekly rate	Number of women reported		Number of women with weekly rate as specified whose occupation was—											
			Waitress; counter girl		Maid		Kitchen worker		Laundry worker		Elevator girl		Night cleaner	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
Total.....	940	466	651	14	211	312	45	91	24	26	(1)	15		8
Median.....	\$7. 05	\$8. 80	\$5. 75	(1)	\$7. 95	\$8. 00	\$15. 90	\$10. 65	\$11. 50	\$8. 30		\$9. 75		(1)
\$3 and under \$4.....	1		1											
\$4 and under \$5.....	99	2	93		16	2								
\$5 and under \$6.....	358	52	315		42	49			1	3				
\$6 and under \$7.....	8	12	5		3	9				3				
\$7 and under \$8.....	98	126	49	11	46	96	1	8			7	2		2
\$8 and under \$9.....	94	51	86	3	4	25	4	8			10	4		1
\$9 and under \$10.....	37	45	23		9	32	3	8				2	2	3
\$10 and under \$11.....	82	58	61		10	26	2	28		9	4			
\$11 and under \$12.....	25	33	2		16	16	3	11		4	2		4	
\$12 and under \$13.....	51	21	15		33	16	2	5		1				
\$13 and under \$14.....		1				1								
\$14 and under \$15.....	33	25	5		22	25	4					2		
\$15 and under \$16.....	13	18	3		2	7	4	8		1		3	3	
\$16 and under \$17.....	6	10			2	8	4	2						
\$17 and under \$18.....	11	2			1		2			8				2
\$18 and under \$19.....	7	6	1		5		1	6						
\$19 and under \$20.....	1						1							
\$20 and under \$21.....	3	3	1				2	3						
\$21 and under \$22.....														
\$22 and under \$23.....	1						1							
\$23 and under \$24.....		1						1						
\$24 and under \$25.....														
\$25 and under \$30.....	7		1				6							
\$30 and under \$35.....	2						2							
\$35 and under \$40.....	1						1							
\$40 and over.....	2						2							

¹ Not computed, owing to the small number involved.

APPENDIX B—SCHEDULE FORMS

SCHEDULE I

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

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

Agent

Date

1. Name of factory Address

2. Product City

3. Person interviewed Position

Person interviewed Position

4. Number employed:

Day			Night		
White	Colored	Total	White	Colored	Total
Men			Men		
Women			Women		
Girls			Girls		
Boys			Boys		
Total			Total		

5. Firm's scheduled hours:

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

Reg. wk. days Reg. wk. hrs. Reg. wk. days Reg. wk. hrs.

6. Seasonal or overtime

7. Home work given out Same work done in shop

Identical rates

8. Wages:

Length pay period Vaca.—Without pay

With pay

Deductions

Bonus or commission

Overtime pay

9. Employment policy:

Empl. mgr. Other centralized method

Other

Records kept

10. Stairways:

Location	Material	Wind-ing	Light O. K.	Handrail O. K.	Nar-row	Steep	Repair	Other	Notes

11. Employees allowed to use elevators

SCHEDULE I—Continued

Workrooms:

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

Notes:

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

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

21. Heating

22. Drinking facilities			23. Washing facilities									
Public..... Conven..... Bblr. san..... Bblr. un-san..... Cooled..... Tank..... Cooler..... Faucet..... Other..... Cup, ind..... Cup, com.....	Floor	Kind	Share with—		Cln.	Hot water	Soap	Towels				
			M.	P.				Furn.	Individual		Common	
									Kind	Frequ.	No.	Frequ.

Notes:

SCHEDULE I—Continued

24. Toilets: Kind..... Paper..... Instr..... Room cleaned by—
 Seat rpr..... Clean..... Hand fl..... Seat fl..... Sweep..... Frequ.....
 Plbg. rpr..... Clean..... Auto. fl..... Frequ..... Scrub..... Frequ.....

Fl.	No. using				No. of seats	No. per seat	Seat incl.	Room desig.	Scrn.	Flr. non-ab-sorb.	Room cell.	Ventilation			Light		Room cln.
	Women		M.	P.								Out. wnd.	Ar-tif.	Oth. rm.	Out. wnd.	Ar-tif.	
	W.	Oth.															

25. Service facilities:

Lunch	Fl.	Comb. with—	Cln.	Artif. light	Out wnd.	Toilet ventil. into	Sup-erv.	Caf.	Tab.	Seat	Hot food	Hot drink	Ck. conv.

Rest	Cot	Chairs	Comf. ch.	Bench

Cloak	Lkr.	Shlvs.	Racks	Wall hks.	Seats

26. Uniforms requ. by firm..... Kind..... Supplied by firm.....
 Laundered by firm..... Free..... Cost to girl.....

27. Health service:
 Hosp..... First aid..... Chg. of doctor full time..... Doctor part time.....
 Other..... No resp..... Med. exam..... Other welfare.....

SCHEDULE II—Continued

Sanitation:

- 15. a. Drinking facilities:
 - Bblr. San. Tank Cooler Used by workers only
 - Faucet Other Cup—Common Individ. Kind
 - b. Washing facilities: For workers only For workers and public
 - Where located Clean By whom Frequ.
 - Hot water Soap Towels
 - c. Toilets: Kind For workers only
 - For workers and public Location Screened
 - Room ceiled Nat. vent. Nat. light
 - Artif. light Clean By whom Frequ.
 - Number of seats Number of women per seat
- 16. Lunch room: Combined with Prov. Kind
 - Loca. Equip. O. K. Cln. Lt.—Nat. Artif.
 - Vent. O. K. Prov. food or drink only
 - Cooking convcs. Superv. If none
- 17. Rest room: Combined with Prov. Loca.
 - Equip. O. K. Cln. Lt.—Nat. Artif. Vent. O. K.
 - Superv. If none
- 18. Cloakroom: Combined with Prov. Loca. Conv.
 - Lkrs. Shlvs. Hangers Wl. hks. Seats Clean Lt.—Nat. Artif.
 - Vent. O. K. Superv. If none Lkrs. Shlvs. Hngrs. Wl. hks.
- 19. Health service: First aid Dispensary
- 20. Other welfare
- 21. Seats: Type
 - App. suffic. no. Rules for use Room to pass behind seats and counters

SCHEDULE III

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

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

- 1. Firm name Address Agent
- 2. Type of establishment City Date
- 3. Person interviewed Position
- 4. Location of bldg. Position
- 5. Employment policy:
 - Empl. mgr. Oth. centr. method Other
 - Records kept

6. Number employed: Day				7. Hours open for business	
	White	Colored	Total		
Men				Daily	
Women				Sunday	
Girls				Extra	
Boys				No. of meals served	
Total					

8. Stairways:

Location	Material	Wind-ing	Light	Handrail O. K.	Nar-row	Steep	Repair	Other	Notes
.....									
.....									
.....									

WOMEN IN FLORIDA INDUSTRIES

SCHEDULE III—Continued

Workrooms:

9. Rooms			10. Floors				11. Aisles		12. Ventilation				13. Cleaning			
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obstr.	Nar.	Nat.	Artif.	Special problem	Vent. O. K.	Sweep		Scrub	
													Whom	Frequ.	Whom	Frequ.

Notes:

14. Natural light						15. Artificial light					
Code	Type wind.	No. side	Curt.	Glare	O. K.	Ceil.	Ind.	Shades	Glare	O. K.	Notes

16. Occupations			17. Uniforms					18. Seats		
Occup.	Describe duties	Kind	Company			Cost to girl		Kind	No.	O. K.
			Req.	Furn.	Ldr.	Uniform	Laundry			

Notes:

19. Drinking facilities					20. Washing facilities										
Code	Convenient	Type	Cool	Cup	Convenient	Kind	Share with—		Hot water	Soap	Furnished	Towels			
							Men	Public				Individual		Common	
												Kind	Frequ.	No.	Frequ.

Notes:

SCHEDULE III—Continued

21. Toilets: Kind Paper Instr. Room cleaned by whom
 Seat rpr. Clean Hand fl. Seat fl. Sweep Frequ.
 Plbg. rpr. Clean Auto. fl. Frequ. Scrub Frequ.

Fl.	No. using				No. of seats	No. per seat	Seat incl.	Room desig.	Scrn.	Fr. nonab-sorb.	Room ceil.	Ventilation			Light		Room cln.
	Women		M.	P.								Out. wnd.	Art.	Oth. rm.	Out. wnd.	Art.	
	W.	Oth.															

Notes:

22. Service facilities:

Lunch	Fl.	Comb. with—	Cln.	Artif. light	Out. wnd.	Toilet ventil. into	Superv.	Caf.	Tab.	Seat.	Hot food	Hot drink	Ck. conv.

Notes:

Rest:

										Cot	Chairs	Conf. ch.	Bench

Notes:

Cloak:

										Lkr.	Shlvs.	Racks	Wall hks.	Seats

Notes:

23. Hosp. First aid Chg. of doctor full time Doctor part time
 Other No resp. Med. exam. Other welfare

Notes:

WOMEN IN FLORIDA INDUSTRIES

SCHEDULE III—Continued

24. Hours worked by employees:

Worker ----- Race ----- Occupation -----

	Hours																								Meals		Total Hours			
	M	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	
	12																													
Sunday																														
Monday																														
Tuesday																														
Wednesday																														
Thursday																														
Friday																														
Saturday																														

Total weekly -----
 [Such individual record of hours worked was repeated for each employee.]

SCHEDULE IV

[Pay-roll information was copied onto this card, one card being used for each woman employee. Certain information was added later 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	Piece	Hour \$0.	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 later 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

[Pay-roll information for each week in the year was recorded for a representative number of women employees a year or more with the establishment, this schedule being used.]

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

Firm -----

City -----

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

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

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 Industry in Indiana. 29 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Third ed., 1921.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- *No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919.) 4 pp. 1920.
- *No. 8. Women in the Government Service. 37 pp. 1920.
- *No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
- *No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street-Car Conductors and Ticket Agents. 90 pp. 1921.
- *No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1921.
- *No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. (See Bulletin 63.)
- 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.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- *No. 22. Women in Georgia Industries. 89 pp. 1922.
- No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
- No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
- No. 26. Women in Arkansas Industries. 86 pp. 1923.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 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. (See Bulletin 63.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 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.

*Supply exhausted.

- 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.
- 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. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 635 pp. 1928. Price, 90 cents.
- No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp. 1927.
- No. 63. State Laws Affecting Working Women. 51 pp. 1927. (Revision of Bulletins 16 and 40.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- *No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
- No. 66. History of Labor Legislation for Women in Three States; Chronological Development of Labor Legislation for Women in the United States. 288 pp. 1929.
- No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter 2 of Bulletin 65.) 22 pp. 1928.
- No. 69. Causes of Absence for Men and for Women in Four Cotton Mills. 24 pp. 1929.
- No. 70. Negro Women in Industry in 15 States. 74 pp. 1929.
- No. 71. Selected References on the Health of Women in Industry. 8 pp. 1929.
- No. 72. Conditions of Work in Spin Rooms. 41 pp. 1929.
- No. 73. Variations in Employment Trends of Women and Men. 143 pp. 1930.
- No. 74. The Immigrant Woman and Her Job. 179 pp. 1930.
- No. 75. What the Wage-Earning Woman Contributes to Family Support. 20 pp. 1929.
- No. 76. Women in 5-and-10-Cent Stores and Limited-Price Chain Department Stores. 58 pp. 1930.
- No. 77. A Study of Two Groups of Denver Married Women Applying for Jobs. 10 pp. 1929.
- No. 78. A Survey of Laundries and Their Women Workers in 23 Cities. 166 pp. 1930.
- No. 79. Industrial Home Work. 18 pp. 1930.
- No. 80. Women in Florida Industries.
- No. 81. Industrial Accidents to Men and Women. (In press.)
- Annual Reports of the Director, 1919*, 1920*, 1921*, 1922, 1923, 1924*, 1925, 1926, 1927*, 1928*, 1929, 1930.

* Supply exhausted.