UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 85

WAGES OF WOMEN IN 13 STATES

[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
W. N. DOAK, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

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WAGES OF WOMEN IN 13 STATES

By
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UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, December 18, 1930.

SIR: I have the honor to submit herewith a report on the earnings of women wage earners in 13 States surveyed by the Women's Bureau.

Because of the profound importance of the subject of women's wages and the increasing demand for comprehensive figures whose genuineness is beyond question, these pay-roll figures—covering about 101,000 white women and 6,100 negro women—have been assembled, analyzed, and correlated with industry, hours, and other industrial factors and with age, nativity, and experience of the employees. The findings are shown pictorially in a series of charts. As the surveys were made over a period of five years, in one section of the report the earnings figures are converted to a 1928 basis, by the use of the cost-of-living index of the Bureau of Labor Statistics, for closer comparability. In the concluding pages of the report are suggested sources of information on various social and economic matters connected with the subject of women's wages.

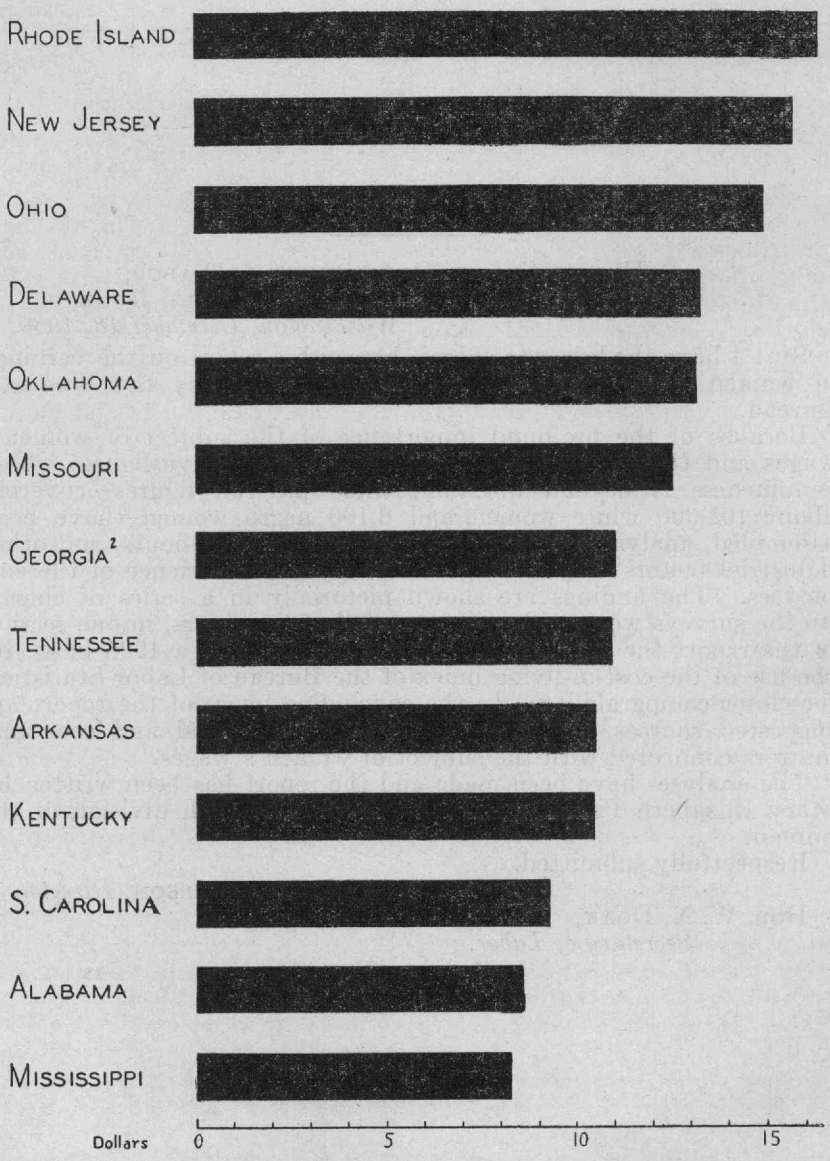
The analyses have been made and the report has been written by Mary Elizabeth Pidgeon, in charge of the research division of the bureau.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. W. N. DOAK,
Secretary of Labor.

MEDIAN WEEK'S EARNINGS OF WOMEN IN MANUFACTURING INDUSTRIES IN 13 STATES—1928[1]



[1] The relationship of the States is shown as of Dec. 1928. Earnings taken were corrected to 1928 by the use of the cost-of-living indices of the U S. Bureau of Labor Statistics. [2] Excludes Atlanta

U. S. Dept. of Labor
Women's Bureau

For figures see p. 32.

WAGES OF WOMEN IN 13 STATES

PART I.—INTRODUCTION

IMPORTANCE OF WOMEN'S EARNINGS

The worker has always considered the subject of the wage received for labor service to be one of primary importance. Its insufficiency or sufficiency means the difference between bare subsistence and a more adequate living, represented in a suitable kind and amount of the chief human needs without which life is insupportable: Food, clothing, shelter, and recreation. The antiquated idea that "The only way to make the poor temperate and industrious is to lay them under the necessity of laboring all the time" was questioned as early as 1694, vigorously opposed by 1734, and certainly has no part in the modern approach to economic problems.[1]

From the point of view of the general society, the amount and value of the money wage is of vital importance. In the community, it determines the weight of public support that must be borne, and thus marks the condition of progress or decay in the life of the people. If the wage is insufficient to maintain the personal efficiency of workers, industry suffers loss in direct proportion. In the greater social fabric the wage is of additional concern where it applies to women, for it is obvious that the living standard it sets will largely determine whether the next generation can have a wholesome development.

From the point of view of the family, the woman's earnings bear a large share in support. Studies in various industrial communities have shown not only that the great majority of wage-earning women, whether single or married, contribute to the support of others, but that in an appreciable number of cases women's earnings constitute the entire family budget.[2]

From the point of view of the individual working woman, earnings represent a purchasing power that, while dependent upon the fluctuating value of money, holds under the existing economic order whatever possibility of satisfaction she may have in life, since in her case income from other sources is likely to be nonexistent or at best negligible. And this is quite as true of the unmarried girl who lives at home as of the one who lives independently, for if she does not earn enough for her own complete support she is subsidized by her family; and often this very fact may so reduce their standard that some unforeseen or unpreventable circumstance may plunge the whole family, the girl included, below the subsistence level. In the great majority of cases, the amount the employed woman can earn by working during reasonable hours and under suitable conditions actually does form her only financial support—the sole economic basis

[1] Groat, George Gorham. Organized Labor in America. New York, 1916, p. 47.
[2] See p. 158.

of her health, the length of her life, her possibility of bearing and rearing healthy children, and her personal efficiency and happiness.

The early investigations of B. Seebohm Rowntree, the English economist and manufacturer, made at a time of unusual prosperity in the section of England studied, led to a picture of the average worker as starting life as a child below the poverty line, rising above it in early manhood, sinking below it again as his own children begin to arrive, emerging above it as the children cease to be dependent upon him, and falling below it again as old age approaches.

For the woman in industry the condition is similar. If she be married, her child-bearing years represent, besides the added expense to the family, an actual decrease in its total income. If she be unmarried, she is often called upon to contribute to the support of younger brothers or sisters, and usually must assist with the support of parents, who, unlike the children of her married sisters or brothers, become, as the years advance, an increasing financial burden.

It is of the utmost importance to the individual, to the family, to the community as a whole, to the progress of industry, and to the virility of each succeeding generation that the working woman receive from her labor service an income sufficient to enable her to surround herself with such conditions as shall insure a high degree of physical and mental efficiency and a large measure of happiness. Strict social economy demands a wage sufficient to provide not merely for the bare support of life but for savings against accident, illness, and old age.

LIMITATIONS UPON WAGE MATERIAL

The extreme difficulty of securing comparable information is a sufficient explanation of the fragmentary character and limited scope of studies of earnings, which usually can not extend over long periods nor over wide areas at a given moment.

It is a simple matter to indicate a few of the obstacles to the securing of adequate data on this subject and to their valid interpretation. In the first place, current wage practice varies widely, as, for example, with the section of the country, with the locality within a State, with the demands of an industry, with the experience of the workers, or with the policy of individual firms in any one industry. Consistent wage customs usually have not existed even in the 15 States that at some time have had minimum-wage legislation.[3]

The chief source of material for the study of earnings is pay rolls, and accuracy can be assured only by the most painstaking care, involving great time and expense—usually by having trained investigators make personal visits to the plants.[4]

When the data are obtained, their value for comparative purposes frequently is impaired by variations in the methods of bookkeeping used by different firms—even by the same firm at different times—and by the fact that it is not always possible for managers, foremen, and employers to give exact amounts. Differences in methods of payment—according to time or output—result in the receipt of various amounts for work during one period, so that the relation of

[3] Arizona, Arkansas, California, Colorado, Kansas, Massachusetts, Minnesota, Nebraska, North Dakota, Oregon, South Dakota, Texas, Utah, Washington, and Wisconsin.—U. S. Department of Labor, Women's Bureau, Bulletin No. 61, The Development of Minimum-Wage Laws in the United States, 1912 to 1927, p. 1.

[4] For a statement of the official sources that publish data on women's wages, see p. 145.

earnings to method of payment must be shown. Usually a considerable proportion of the employees studied have lost some time and so have earned less than would have been the case if full time had been worked. For this and other reasons actual earnings differ from the rates of pay contracted for. Furthermore, as it is the actual earnings that the worker must live on, and as these are likely to vary considerably from week to week, a knowledge of the wage of so short a period must be supplemented by data in regard to earnings during the whole of a year.

Despite these and other difficulties involved, the paramount importance of the subject demands that data that have been carefully obtained should be made public even when they cover only a small part of the immense field of the study of wages and earnings of American women.

The interpretation of wage figures must take into account changes in the general industrial situation. The real value of a wage of any given amount, as applied to the actual cost of living, can be measured only in terms of the constantly changing purchasing power of money. For every particular locality or industry under consideration, the determination of the adequacy of a wage becomes almost an uncharted sea, that can be compassed only by painstaking studies of living costs in different periods, based upon comprehensive data in regard to most or all of the factors indicated in the foregoing, and frequently upon other factors in addition.

SCOPE OF THE STUDY

During the time from early in 1920 to early in 1925 the Women's Bureau made studies of women's earnings in 13 States, in each case including a representative group in the industries employing the greatest numbers of women. Material was secured in regard to the earnings of 100,967 white and 6,120 negro women working in 1,472 plants. Of these, 79,162 white and 3,141 negro women were in manufacturing industries, the remainder being in stores and laundries. In each establishment covered, the actual receipts of all women employed were taken for a week that fell within the same current month or season for all the firms studied in any one State. Every effort was made to insure that the week selected should be industrially normal and representative, should contain no holidays, and should present no unusual circumstances affecting earnings. Despite the magnitude of the task, records were, in all but a few cases, copied directly from pay rolls by agents of the Women's Bureau, in order that accurate and uniform material might be secured within each State. Table I in the appendix shows the numbers of establishments and the numbers of white women studied, by type of industry and by State, and Table II shows for the manufacturing industries alone the numbers of women for whom various types of information were secured. In Table XXIV are shown the numbers of negro women studied, by industry and State.

In seven States, similar data were taken in the same way for the corresponding week a year before, designated hereinafter as the "early week" for any State under discussion. In every State surveyed, and in at least one in five of the establishments included, earnings received in the entire year preceding the study were taken for those women who had worked as much as 44 weeks.

Table 1 gives, for each State, the number of women included, the time for which week's earnings were taken for the greatest number of the industries surveyed in the main period of study, and the earlier date for which week's earnings were taken.

TABLE 1.—*Period of main study and of earlier week for which earnings were taken, and numbers of women included, by State and race*

State	Period of main study				Earlier period			
	Year	Period in which payrolls were taken [1]	Number of women		Year	Period in which pay rolls were taken [1]	Number of women	
			White	Negro			White	Negro
Total			100,967	6,120			32,057	4,395
Georgia—Atlanta	1920	April to June	913	274				
Rhode Island	1920	October	5,927					
Georgia [2]	1920, 1921	August to February	4,081	448	1920	February to May	4,224	470
Kentucky	1921	October	5,794	1,127	1920	October	5,223	1,676
South Carolina	1921	November	7,903	447	1920	November	7,477	719
Alabama	1922	February	3,984	548	1921	February	3,530	660
Arkansas	1922	March	1,153	249				
Missouri	1922	April	12,644	597	1921	January	9,163	564
Ohio	1922	September	23,469	585				
New Jersey	1922	do	18,133	237				
Oklahoma	1924	April	1,813	55				
Delaware	1924	September	1,390		1923	September	1,222	
Mississippi	1924	December	1,529	418	1923	December	1,218	306
Tennessee	1925	February	12,234	1,135				

[1] The period given is that during which week's earnings were taken in most cases in the industries included. In some cases figures in a few establishments or in a particular industry may have been taken in a week falling in a somewhat different period, but when this was the case the time was so chosen because it represented more normal conditions than those existing in the plant or industry at the time for which data were recorded for other industries.
[2] Exclusive of Atlanta.

In the States studied there were seven manufacturing industries from each of which more than 4,000 women were reported, and these are discussed in the section on week's earnings as the chief woman-employing manufacturing industries. These include 12,943 women in cotton factories in six States, four of which had each from 1,000 to more than 6,000 in this industry; 9,033 in hosiery and knit goods in seven States, four of which had over 600 each, and one of these having more than 5,000 and another more than 1,500; and more than 5,000 in each of the following industries: Cigar making in seven States, two of which had over 2,000 each and two others over 500 each; electrical appliances in four States, two of which had over 1,800 each, another over 900; metal products in six States, two with over 2,500 each; rubber in three States, two with over 2,000 each; and nearly 4,500 in shoes in three States.

There were five additional industries from each of which 2,900 and less than 4,000 women were reported—tobacco, paper and paper products, men's shirts, men's clothing,[5] and candy.

The 12 industries mentioned in the foregoing paragraphs constitute the chief manufacturing industries reported in the entire study, but

[5] In all the clothing industries combined, 10,353 women were reported in nine States; in all textiles, 24,568 women in nine States.

those discussed under one section may differ from those discussed under another on account of differences in the numbers of women reporting the particular type of information under consideration. (See Appendix Table II.) However, in every case the largest numbers of women reported for any single industry are in cotton, hosiery and knit wear, and cigar making.

The general trend of industrial wages for a period is indicated quite accurately by the sampling method if the picked group be sufficiently large and representative. Table 2 shows for the chief industries the relation between the numbers studied and the numbers reported in those industries by the census of 1920. This shows that the white women studied by the bureau were over three-fifths the numbers reported in 1920 in hosiery and knit goods, electrical appliances, and rubber; over one-half of those in candy and cigars and tobacco; over two-fifths of those in laundries; over one-third of those in cotton and shoes; nearly one-fourth of those in the clothing industries; and over one-fifth of the saleswomen in stores. The bureau studies recorded over half the negro women in hosiery and knit goods and over one-third of those in tobacco and laundries.

TABLE 2.—*Number of women reported by the census of 1920, number covered by Women's Bureau surveys, and ratio of the latter to the former, by industry*

WHITE

United States Census of 1920 [1]			Women's Bureau, 1920–1925			
Industry	Number of— States	Number of— Women [2]	Industry	Number of States	Women: Number	Women: Ratio to number reported in 1920 census
Bakeries	2	1,373	Bakery products	2	804	58.6
Candy factories	5	4,745	Candy	5	2,553	53.8
Clothing industries	9	41,997	Clothing	9	10,353	24.7
Electrical supply factories	4	8,683	Electrical appliances	4	5,683	65.4
Glass factories	2	1,775	Glass products	2	850	47.9
Rubber factories	3	9,015	Rubber products	3	5,482	60.8
Shoe factories	3	12,320	Shoes	3	4,440	36.0
Cotton mills	6	38,665	Cotton goods	6	12,943	33.5
Knitting mills	7	13,727	Hosiery and knit goods	7	9,033	65.8
Cigar and tobacco factories	7	18,864	Tobacco products	7	9,534	50.5
Saleswomen (stores)	13	81,429	Saleswomen	13	17,393	21.4
Laundry operatives	13	10,885	Laundries	13	4,412	40.5

NEGRO [3]

Bakeries	2	18	Bakery products			
Candy factories	5	126	Candy	2	3	2.4
Clothing industries	9	1,153	Clothing	4	66	5.7
Electrical supply factories	3	44	Electrical appliances			
Glass factories	2	168	Glass products	2	75	44.6
Rubber factories	3	53	Rubber products	1	2	3.8
Shoe factories	2	22	Shoes			
Cotton mills	6	2,425	Cotton goods	5	131	5.4
Knitting mills	6	276	Hosiery and knit goods	5	147	53.3
Cigar and tobacco factories	7	5,244	Tobacco products	6	2,024	38.6
Saleswomen (stores)	13	980	Saleswomen	5	21	2.1
Laundry operatives	13	8,384	Laundries	11	2,958	35.3

[1] U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations. Table 1, pp. 876ff.
[2] Females 10 years of age and over who were gainfully occupied.
[3] No negroes were reported by either census or Women's Bureau for electric products in Rhode Island, hosiery and knit goods in Delaware, or shoes in Kentucky.

METHOD OF PRESENTATION

This bulletin presents in one study the earnings material that has been collected in various States and over a period of years, with due consideration of the relative industrial importance of the States surveyed and of unusual factors that may have affected earnings, and gives some interpretation to the significance of these data in the lives of the workers.

In the case of each State the Women's Bureau, as an agency for the finding and the interpretation of facts, responded to the request of the governor or the department of labor, or of some state-wide body, official or unofficial, interested in the condition of women in industry. Each study was made separately, and no particular group of States was selected originally with the aim of eventual comparison.

When the data were accumulated, it was found that much important general information could be deduced from them, even though in their original form they were not comparable for every industry in every State. In each case the figures given are an accurate indication of earnings in the industries and the States included at the time of the survey. For most States they are substantially representative of earnings at the present time, but in a few instances they are not so.[6]

Thus, the earnings figures presented are of value in themselves, but the relationships that the study shows to be in operation among various factors connected with women's wages are of even greater significance. Examples of this are the relation of earnings to the rates of pay bargained for, the hours worked, or the age or experience of the worker; the relation of earnings of full-time workers to those of all women; or the comparative standards existing in different States or in different industries.

The period over which these State studies extended was one marked by somewhat extreme fluctuations in money values. A preliminary examination of indications of the extent of these fluctuations has been made from the data on total pay-roll amounts, employment, and cost of living published by the United States Bureau of Labor Statistics and the production index published by the United States Department of Commerce. The cost-of-living index prepared by the Bureau of Labor Statistics reveals that a substantial decline from the postwar high-cost peak had begun by May, 1921. The index numbers from September, 1921, through June, 1925, differ by only 3.8 points. During this period 11 of the State studies were made. The index from December, 1921, through June, 1925, varies by only 0.8 point; nine of the State studies fall within this period.[7] Hence there is in any case an appreciable number of States for which valid comparisons may be made.

In the general discussion of week's earnings, the influence of financial fluctuations has been minimized in three ways: By grouping together States studied in periods of similar business activity; by comparing earnings in the early and the late pay-roll weeks for States in which both were taken; and by reducing certain of the figures for each State to the same basis—the year 1928—using for this purpose the cost-of-living index cited.

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[6] See p. 32.
[7] U. S. Bureau of Labor Statistics. Handbook of Labor Statistics, 1924–1926, June, 1927, p. 112.

Business fluctuations are likely to have a considerable effect upon the extent of undertime and of overtime worked and upon the variation of earnings from the rates of pay bargained for, but the hours of work and the extent of timework and piecework are likely to be more greatly affected by the type of organization of the particular industry than by business fluctuation. The *relative* payments to timeworkers and pieceworkers and to workers differing in experience, age, or nativity may be considered with little regard to differences in date of the surveys, since these are matters not highly affected by such fluctuations as occur over a 5-year period, even when this is a time of especially great financial change.

The three types of industry not included under manufacturing—the general mercantile store, the 5-and-10-cent store, and the laundry—are discussed in a separate section of this report, and the data for each State are compared with those for all manufacturing industries taken together, in the same State. Each of the three includes a considerable number of women in every State studied at any time, and in consequence data exist for more consecutive and comprehensive comparisons than in any particular manufacturing industry. Both year's earnings and the earnings of negro women are discussed in separate sections. The final part of the report indicates other sources of some information on women's earnings and gives brief consideration to certain economic problems connected with this subject.

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PART II.—SUMMARY OF FINDINGS

SCOPE OF THE STUDY

The Women's Bureau has secured material on the earnings of 100,967 white and 6,120 negro women working in 1,472 plants in 13 States studied in the time from early in 1920 to early in 1925. Of these, 79,162 white and 3,141 negro women were in manufacturing industries, the remainder being in stores and laundries. The number of white women studied by the bureau formed over three-fifths of the number that the Federal census of 1920 reported in the same States in hosiery and knit goods, electrical appliances, and rubber; over one-half of the number in candy and cigars and tobacco; over two-fifths of that in laundries; over one-third of that in cotton and shoes; nearly one-fourth of that in the clothing industries; and over one-fifth of the number of saleswomen in stores. The number of negro women formed over one-half of the number reported in the same States in 1920 in hosiery and knit goods and over one-third of that in tobacco and in laundries.

In general, the findings in the study may be said to signify that the earnings of women in manufacturing—and especially in certain of the important industries that employ many women—are very irregular; that women are subject to much undertime work and their earnings often fall below their rates to a very considerable degree.

The manufacturing industries employing the largest numbers of women use the piecework system to a great extent. It was found in this study that earnings frequently were more regular and were at higher levels in general mercantile establishments than in manufacturing industries, but in laundries much irregularity appeared, and in 5-and-10-cent stores the earnings levels generally were the lowest of all. Up to a certain point the worker's experience counted for an increase in wages, varying somewhat as the industries differed. While there were many instances in which women suffered a decline in earnings beginning at a comparatively early age, this appeared less likely to be the case with those employed in general mercantile establishments than with those in the other types of industry.

WEEK'S EARNINGS OF WHITE WOMEN IN MANUFACTURING INDUSTRIES

The median of the week's earnings recorded for 79,162 women in manufacturing industries in 13 States ranged from $19.13 in Rhode Island in 1920 to $8.35 in Mississippi in 1924. The median means that one-half the women earned more, one-half less, than the figure given. It was highest in Rhode Island, New Jersey, and Ohio; lowest in Mississippi, Alabama, and South Carolina; and this was true of the figures both at the time of study and as corrected for 1928 by the use of the cost-of-living index of the Bureau of Labor Statistics.

Indications were quite positive that the geographic location and industrial development of a State and the standards in the industries that prevailed there had effects upon the amounts women ordinarily

could earn that in some instances were more marked than were the effects produced by periodical fluctuations in business conditions. Of the chief manufacturing industries, those in which women's earnings had a relatively high median in every case were electrical appliances and rubber, and medians in metal, cigars, and shoes usually were high in relation to those in other industries. Industries in which the medians of the earnings were universally low were cotton and—with one exception—hosiery and knit goods.

Earnings of full-time, undertime, and overtime workers.

The proportion of full-time workers ranged from 25.8 to 54.7 per cent, naturally tending to be greater in States studied in normal periods than in those studied in times of depression. In 10 of the 13 States less than one-half the women had worked full time in the week covered. Median earnings of full-time workers were—with the exception of one State—from 9.5 to 26.7 per cent above those of all workers, and the order of the States from high to low medians is much the same for full-time as for all workers. Median earnings of full-time workers rose more than 10 per cent above those of all women reported in cotton factories in five of six States, in knit-goods mills in six of seven, in cigars in three of seven, in metal products in two of five, in electrical appliances in one of four, in shoes in two of three, and in rubber in none of the three States surveyed.

In each State from 43.8 to 62.8 per cent of the women worked undertime, and in 8 of the 13 States the proportion of undertime exceeded that of full-time workers. Median earnings of undertime workers fell below those of full-time workers by from 10.1 to 39.2 per cent. In three States in each case, and these were the States industrially important, over one-half the women reported in paper and paper products, clothing, tobacco, rubber, and candy were undertime workers, and in two States each the same was true of bakeries, electrical appliances, and textiles.

The proportion of overtime workers ranged from 0.4 to 22.1 per cent; it was above 10 per cent in two States. Considerable numbers of overtime workers were found in two States each in textile, metal, electrical appliance, men's clothing, and rubber factories, and in one State each in candy, shoe, and drug and chemical plants. In these instances the overtime workers had medians considerably above those of the full-time workers except in the metal industry, drugs and chemicals, and cotton, in one State each. In cotton there were five States in which medians could be computed for overtime workers, and in three of these the median was lower than that for full-time workers.

Earnings and hours worked.

Earnings by hours worked were reported for 29,030 women in nine industrially important States. Higher earnings were received more frequently where reasonably short hours prevailed and excessively long schedules usually were accompanied by low pay. Taking for comparison the eight States in which considerable numbers of women in two or more hour groups earned $15 or more, it is true of six of them that these higher earnings were received by the women with the shortest hours. In six States, an amount less than $8 was received by larger proportions of women with the longest hours than of women with shorter hours.

In the chief manufacturing industries, women in metal, electrical appliance, and rubber factories generally had shorter hours and better pay than had the women in cigar plants, and cigar makers ordinarily had shorter hours and better pay than had the workers in cotton mills and in most cases better than those in hosiery and knit-goods factories.

Timework and piecework.

The proportion of the workers reported who were on the piece system ran from 16.7 to 82.1 per cent, being over 50 per cent in 10 States and over 75 per cent in 4 of these.

In 12 States the median for pieceworkers was above and that for timeworkers was below the median for all women reported in the State. While there was no consistent relation between the proportion of pieceworkers and the degree in which their median rose above that of timeworkers in any State or industry, there were very definite indications of the great irregularity of the earnings of pieceworkers.

The data available show that the piecework system is markedly predominant in the great woman-employing industries, and they tend to indicate that this is one potent cause of the irregularity of women's earnings. About 90 per cent of the women reported in cigar making, over 80 per cent of those in hosiery and knit-wear mills, about 70 per cent in the cotton and rubber industries, and over 50 per cent of those in shoe factories were on piecework. The large proportions of women on piecework in these industries become especially significant when considered in reference to the possible deleterious physical effects of piecework and the weaknesses of the system from the viewpoint of scientific management.

Among the full-time workers in 11 States, of every 10 timeworkers about 3 earned $15 or more; about 3, $12 and under $15; nearly 2, $10 and under $12; about 1, $8 and under $10; and less than 1 earned under $8. Of every 10 pieceworkers more than 5 earned $15 or over; nearly 2, $12 and under $15; and the other 3 were in the other 3 wage groups.

Earnings and rates.

Both week's earnings and weekly rates of pay were reported for 13,240 women in 13 States. The frequency with which earnings fell below rates and the degree to which this was the case give evidence that there are large groups of the women engaged in manufacturing who do not receive the best payment that normally is current, whatever the period of study and however high or low the rate may be. The proportion of the women who had suffered loss of earnings ranged from 32.7 per cent in Georgia to 70.2 per cent in Mississippi. It was over 45 per cent in each of six States and in the city of Atlanta—in four of these States it approached or exceeded 50 per cent.

Median earnings ranged from 1.2 per cent below rates in Georgia and nearly 5 per cent below rates in Ohio and New Jersey, to 13.8 per cent and 16.2 per cent below rates in Mississippi and South Carolina, respectively. They showed a tendency to fall farther below rates in States studied during industrial depression than in those studied in normal times; farther below in States having comparatively few women in manufacturing than in those that had more women so employed.

In the six chief manufacturing industries in which the reports on rates and earnings were sufficient for comparisons, the median rates were low in cotton, candy, and paper, higher in men's clothing, highest of

all in metal, and irregular in shoes. The degree to which the median of earnings differed from that of rates showed the widest range in shoe manufacturing, the next in cotton factories, and a lesser range in each of the other industries in the following order: Paper, men's clothing, metal products, candy. The proportions of the women reported in cotton factories who earned less than their rates ranged from 16.5 per cent to 74.5 per cent; in one State the proportion was greater than in any of the other cases, and in another State greater than in any other industry but paper. With the exception of the case noted in paper, the proportions of the women in the industries other than cotton who earned less than their rates ranged from 20.8 per cent to 60.9 per cent.

Earnings and age.

Earnings and age were reported for 39,141 women in manufacturing industries in 11 States. In every State, from one-half to almost two-thirds of the women were less than 25 years of age; in every State but one the largest single group, with from about 20 to about 30 per cent of the total, was composed of women 20 and under 25 years of age. In six States the highest median of earnings was for the group of women who were 30 and under 40; in four States, for those 25 and under 30. In each age group the proportions of women who earned $15 or over showed a slight decline after the age of 30 and a marked decline after 40. Considering the groups for which medians have been computed, in 6 of the 11 States more than one-fifth of the women—in 4 of these from 30 to 36 per cent—were above the age of highest earnings.

Authoritative mortality figures indicate that of every six women above the age of 40, three will live for 15 years or more (Metropolitan Life Insurance Co.) and one will live for 35 years or more (United States Census).

In most of the States the age of the women having the highest median earnings in cotton factories was 30 and under 40; it was less than this in knit goods; in metal products it was 25 and under 30 in all States but one; in electrical appliances it was 30 and under 40 in two out of three States; and in cigars it was irregular. Of the women for whom median earnings were computed, those who were above the age of the highest median formed over 30 per cent of all reported in knit goods in three of five States, and over 20 per cent in metal products in two out of four; in cotton manufacturing they formed about 20 per cent or more in three out of six States; and in cigars they formed less than 10 per cent in two States and over 20 per cent in two. In electrical appliances they formed only 5 per cent, or less, in two out of three States.

Earnings and experience.

Earnings were reported in relation to experience for 35,670 women in the manufacturing industries in 11 States. In each of four States more than 20 per cent of the women had been in the trade 10 years or longer, and in each of the other States from nearly 10 to nearly 20 per cent had been in the trade this length of time. The proportions of all the women reported who had the comparatively high earnings of $15 or over showed an increase with added years of experience until the period of 10 and under 15 years was reached, after which they declined.

Of all the women for whom earnings and experience were reported, 14,219 were full-time workers. In industries in which full-time workers who were in their first year of service had relatively high earnings, the maximum usually was received by those who had been in the trade a comparatively long period, and this maximum showed a somewhat greater tendency to be high than did the maximum in industries where initial earnings were low. The receipt of high or low maximum payments does not depend entirely on the length of service but depends also upon differences of standard or organization within the industry.

In cotton mills in three out of five States and in shoe factories in two out of three the highest median reported for full-time workers was that of women who had worked 15 years or longer; in electrical appliances in two out of three States the maximum was for women who had worked 4 and under 5 years; in cigar, metal, and knit-goods plants it was for women with a different period of experience in each State reported. Except in a few instances, comparatively small proportions of the women in the chief industries had had experience longer than that of the group with the highest median earnings.

Earnings and nativity.

Most of the 4,362 foreign-born women reported were in the four States of Missouri, New Jersey, Ohio, and Rhode Island, and in each case they had median earnings above those of the native women. Where Austrians or Hungarians formed the chief group in an industry or a State studied they almost always had a median above that of all foreign-born and of native women. Where Italians formed a chief group in an industry studied, their median usually was below that of all foreign-born women in the industry and in more than one-half the cases it was below that of native women.

Among the foreign-born women Austro-Hungarians prevailed in textile industries in one State, in certain clothing industries in two States, in cigars in two States, and in rubber and glass in one State each. Italian women formed the chief foreign-born group in certain textiles in two States, in clothing industries in two States, in metal and paper in two States each, and in tobacco, electrical appliances, and glass in one State each.

WEEK'S EARNINGS OF WHITE WOMEN IN GENERAL MERCANTILE ESTABLISHMENTS, 5-AND-10-CENT STORES, AND LAUNDRIES COMPARED WITH THOSE IN MANUFACTURING

Median earnings of women in general mercantile establishments were higher than those in manufacturing in 10 of the 13 States, those in manufacturing were above those in laundries in 9 States, and those in laundries were above those in 5-and-10-cent stores in 11 States. In 12 States, larger proportions of women in manufacturing than in general mercantile establishments earned less than $8; in 8 States, larger proportions in manufacturing than in laundries earned less than $8. Amounts below $8 were received by larger proportions of the women in 5-and-10-cent stores than of those in laundries in 8 States. The States with the highest and those with the lowest medians in the four types of industry were as follows:

	Highest medians [1]	Lowest medians
General mercantile establishments	Oklahoma	Kentucky.
	New Jersey	Delaware.
Manufacturing	Rhode Island	Mississippi.
	New Jersey	Alabama.
Laundries	New Jersey	Tennessee.
	Rhode Island	Mississippi.
5-and-10-cent stores	Rhode Island	Alabama.
	New Jersey	Mississippi.

[1] In general mercantile and in laundries the city of Atlanta also had high medians.

The smallest proportion of full-time workers ordinarily was in the manufacturing industries, and the median for this group usually was below that of women in general mercantile establishments but above those in laundries and 5-and-10-cent stores. The range in the per cent by which the median of the earnings of full-time workers rose above that of all workers was as follows:

	Per cent
General mercantile establishments	0.6 to 8.6
Manufacturing	9.5 to 26.7
Laundries	1.1 to 26.2
5-and-10-cent stores	2.3 to 9.1

A study of earnings in relation to hour schedules gives some evidence of a tendency between types of industry, as well as within each type of industry, toward higher pay where the more reasonable hour schedules were the rule. In general mercantile establishments, for example, in most States there was a larger proportion of women receiving $15 or over than in the manufacturing industries, in which the prevailing hours usually were longer than those in stores.

The variation of earnings from rates showed the most irregularity in laundries and the least in 5-and-10-cent stores. In manufacturing, earnings in many cases were considerably below rates and in general mercantile establishments the custom of paying a sales bonus frequently raised earnings above rates. The proportions of the women reported who earned less than their rates were much the greatest in manufacturing, were next high in laundries, and were lowest in stores, general mercantile being considerably better than 5-and-10-cent stores in this respect.

In 5-and-10-cent stores the age at which the median earnings were highest was 20 and under 25 in all but three States, in laundries it was 20 and under 25 in three States and 25 and under 30 in three, and in general mercantile establishments it was 30 and under 40 in five States and 40 and under 50 in six. The per cent of women who were older than those with the highest median earnings reported was 10 or more in five States in general mercantile establishments but was as much as 10 in only one State in 5-and-10-cent stores. In laundries such per cent ranged from about 30 to more than 60 in seven of the States.

The amount of experience required to reach the highest earnings ordinarily was considerable in general mercantile establishments, was less in laundries, and was still less in 5-and-10-cent stores. Both the earnings of those with little experience and the maximum median were comparatively high in general mercantile establishments and were low in 5-and-10-cent stores.

In four States an appreciable number of foreign-born women were reported in two or more of these industries; in three of these States the largest proportions were in manufacturing, in one they were in laundries. In each case, median earnings were above those of native women in manufacturing and in 5-and-10-cent stores, and below or only slightly above those of native women in general mercantile establishments and in laundries. Among the foreign-born women in general mercantile establishments, Russians prevailed in three States and Canadians in one, and in those cases the median was above the figure for all foreign-born women in the same industry. In laundries, the chief group of foreign-born women was German in one State, Irish in one, Portuguese in one. The median for the Germans was above, those for the Irish and Portuguese were below, that of all foreign-born women reported in the State.

EARNINGS IN WEEK EARLIER THAN MAIN PERIOD OF STUDY

In seven States data were secured on week's earnings about a year earlier than the main period of study.[1] The findings from these confirmed the previous discussion as to the effects of special periods of depression or prosperity; indicated that these effects were more extreme in some industries or localities than in others; and emphasized the fact that the earnings of women are likely to be influenced by particular situations in a given industry or locality as well as by general business fluctuation, so that frequently it becomes impossible to make a single complete and comprehensive statement in regard to one industry or one period of time.

The inclusion of the early-week data tends to bear out the previous findings that undertime work was more prevalent in manufacturing than in laundries and existed to a less degree in 5-and-10-cent stores and least of all in general mercantile establishments. In 16 of 20 cases reported, less than one-half the women in manufacturing worked full time. In the other types of industry more than one-half worked full time in all cases but 3, the exceptions being in laundries.

In regard to specific manufacturing industries, the early-week data confirmed the previous findings that median earnings ordinarily were relatively high in cigar making, low in hosiery and knit wear; that the tendency was toward a comparatively large proportion of full-time work in cigar factories, a comparatively small proportion in those making cotton goods and hosiery and knit wear; and that earnings fell farthest below rates in cotton factories and considerably below in several instances in knit goods and shoes, but differed little from rates in cigars.

WEEK'S EARNINGS OF NEGRO WOMEN

Earnings were reported for 3,141 negro women in manufacturing industries in 10 States and for 2,958 in laundries in 11 States. In 9 States the median earnings in manufacturing ranged from $4.89 to $8.92, and in 8 of these States less than $8 represented the week's earnings of from 40 to more than 90 per cent of the women. Two-thirds of the women reported in manufacturing were in cigar and tobacco factories in 7 States, and in 6 of the 7 States from 37 to 81 per cent of the women reported earned under $8.

[1] In the case of Georgia the difference in date between early and late pay rolls was very much less than a year—in some industries only a few months.

In six States larger proportions of the women in laundries than of those in manufacturing had earnings as low as $8.

In 9 States the proportions of negro women who had worked full time in manufacturing ranged from 21 to 57 per cent, being practically 50 per cent or more in 4 of these. In every case but one a larger proportion of the women in laundries than in manufacturing had worked full time. Median earnings of full-time workers in manufacturing in 9 States ranged from $6.23 to $10.90, and in laundries in 11 States they ranged from $5.95 to $11.63; in 5 States the median for full-time laundry workers was above that of full-time workers in manufacturing, but in 5 States a larger proportion in laundries than in manufacturing earned under $8. Median earnings of full-time workers in tobacco factories in 4 States ranged from $8.37 to $12.35 and in cigar making in 4 States ranged from $7 to $10.36.

In four out of six States the earnings of full-time workers in relation to hours in manufacturing indicated that as the proportions of women working less than 52 hours increased the proportions of women earning under $8 decreased.

In 8 of 10 States there were more pieceworkers than timeworkers in manufacturing, and in every State timeworkers predominated in laundries. Median earnings of timeworkers in manufacturing ranged from $4.95 to $12.38, those of pieceworkers from $3.93 to $10. In 7 of the 10 States the median for pieceworkers fell below that for timeworkers, the decline being from 4.8 to 56.6 per cent. In laundries the median earnings of timeworkers ranged from $5.66 to $9.89, and in three States in which there were enough pieceworkers for the computation of a median, the median was above that of timeworkers by from nearly 10 per cent to more than 60 per cent. In the tobacco and cigar industries piecework prevailed, and median earnings of pieceworkers fell below those of timeworkers in five out of six cases.

In manufacturing in 9 States the median of earnings fell below that of rates by from 2.4 to 14.6 per cent; in laundries in 10 States, by from 3.9 to 17.5 per cent. However, in every State in which both industries were reported, with two exceptions, earnings came nearer to rates in laundries than in manufacturing.

Reports on earnings in relation to age showed that in tobacco factories women of 25 and under 30 in 2 States and of 30 and under 40 in 1 had the highest median earnings. In laundries women of 20 and under 25 in 1 State, of 25 and under 30 in 2, of 30 and under 40 in 2, and of 40 and under 50 in 2 had the highest medians. Women who were older than the age of highest earnings and for whom median earnings had declined formed from about one-fifth to nearly three-fifths of the women reported in tobacco and formed somewhat over one-tenth to more than four-tenths of those in laundries.

Data on earnings in relation to experience show that in manufacturing industries the amount earned bore little relation to length of experience. In laundries, full-time workers who had been employed 5 and under 10 years earned from 8 to 12 per cent more than those who had worked 1 and under 2 years.

YEAR'S EARNINGS

Almost every worker suffers considerable variation from week to week in earnings, yet she must live for the whole of the year whether she receives wages every week or not. Year's earnings were taken for

a representative proportion of the steadier workers—those who had been with the plant for at least a year preceding the time of study and who had worked in at least 44 weeks. In every State but two the highest median of year's earnings for white women was in general mercantile establishments, and in every State but one the lowest was in 5-and-10-cent stores. The median in manufacturing was above that in laundries in 7 of 11 States.

If a woman earned $500 in the year, she would have to live on $9.62 a week. The summary following indicates for the four types of industry the number of white women whose year's earnings were reported, the range of the medians, and the proportions who had received less than $500 in the year. Information was secured in 13 States in each case.

Type of industry	Approximate number of white women reported	Median of the year's earnings		Proportions of women receiving under $500
		Highest	Lowest	
Manufacturing	Over 8,000	$915	$400	Over 45 per cent in 3 States; over 20 per cent in 4 other States.
General mercantile	Nearly 2,000	1,085	689	Less than 9 per cent in 8 States.
5-and-10-cent stores	About 450	667	431	Over 80 per cent in 2 States; over 40 per cent in 6 other States; less than 30 per cent in only 4 States.
Laundries	About 700	758	463	Over 55 per cent in 2 States; over 30 per cent in 4 other States; over 10 per cent in 4 other States.

In the chief woman-employing industries the following proportions of the white women reported had received under $500 for their year's work:

Cotton goods.—Over 20 per cent in five of seven States.
Hosiery and knit goods.—Over 20 per cent in four of seven States.
Cigars.—Over 10 per cent in four of six States.
Metal products.—Less than 10 per cent in all States reported.
Shoes.—Less than 7 per cent in all but one State.
Paper and paper products.—Less than 6 per cent in all States reported.
Electrical appliances.—Less than 5 per cent in all States reported.

The proportion of white women who earned $1,000 or over during the year ran to more than 20 per cent in manufacturing in four States; in general mercantile establishments it ran to over 40 per cent in three States and to over 20 per cent in seven others. Only two women in 5-and-10-cent stores in the entire study and less than 6 per cent of those in laundries in any State had earnings so high.

Year's earnings were reported for 172 negro women in manufacturing in 8 States and for 297 in laundries in 11 States. So far as medians could be computed, their earnings in manufacturing ranged from $263 to $563 and in laundries from $306 to $550. In manufacturing over one-half of those reported in 4 States, and in laundries over one-half of those reported in 3 States and about one-fifth or more in 5 other States, had earned less than $300 in the year—that is, less than an average of $5.77 for each of 52 weeks. Earnings of $500 or more were received by the following proportions of the negro women reported: In manufacturing, one-fourth or over in 5 States, in 4 of these nearly or more than one-third—in one case nearly three-fifths; in laundries, one-fifth or over in 7 States, in 3 of these one-half or more—in one case three-fourths.

RELATION OF FINDINGS TO CERTAIN OTHER DATA ON WAGES

The final section of the report indicates the relation of the Women's Bureau findings to certain other data concerning wages. It deals with the sources of data on women's earnings; the relation of the amounts they receive to their estimated living costs, and to the amounts earned by men; the responsibility of women for sharing family support; the possibilities for an advance in women's wages offered by the increase in manufacturing productivity and by the elimination of industrial waste. A summary of some of the data bearing on these subjects and of some of the Women's Bureau figures in regard to the chief industries reported is given in Table 3 on the page following.

TABLE 3.—*Summary of data in regard to 12 woman-employing manufacturing industries, from Women's Bureau studies and other sources*

Industry [1]	Data based on figures from the U. S. Bureau of the Census: Per cent women formed of all persons in the industry, 1919 [2]	Per cent of increase from 1919 to 1925 in—: Value added by manufacture [3]	Per cent of increase from 1919 to 1925 in—: Estimated annual full-time earnings of women [4]	Per cent that estimated annual per capita earnings of women were below those of men [5]: 1919	Per cent that estimated annual per capita earnings of women were below those of men [5]: 1925	Data from other sources: Per cent of variation in production of least efficient from most efficient plants, 1925 [6]	Waste [7]: Average per cent in industry specified, 1921	Waste [7]: Per cent in 1921 that was assignable to—: Management	Waste [7]: Per cent in 1921 that was assignable to—: Labor	Points of increase in index of output per man-hour, 1914 to 1925 [8]	Data from Women's Bureau studies of white women: Number of [9]—: States	Number of [9]—: Women reported	Range of per cents of women who worked full time [10]: Highest	Range of per cents of women who worked full time [10]: Lowest	Range of per cents of full-time workers who were on piecework: Highest	Range of per cents of full-time workers who were on piecework: Lowest	Range of medians of the week's earnings of all women reported, by date: Highest: Amount	Highest: Date	Lowest: Amount	Lowest: Date	Range of medians of the week's earnings converted to 1928: Highest	Lowest
Candy	[11] 53	[11] 19.1	21.7	53.7	53.6	------	------	------	------	------	8	[12] 2,914	72.9	8.2	41.4	0.0	$11.75	1922	$8.63	1922	$12.06	$8.70
Clothing:																						
Men's clothing	53	[13] 4.7	3.4	53.4	53.3	------	40	75	16	------	5	3,703	66.5	28.1	93.6	32.9	19.57	1922	12.14	1922	20.16	12.06
Men's shirts	81	23.3	9.6	45.4	45.7	------	------	------	------	------	6	3,135	85.2	33.0	95.6	31.4	15.20	1922	7.87	1924	15.66	7.90
Electrical appliances	[14] 26	[14] 57.7	20.2	45.9	45.9	49	------	------	------	------	4	5,683	49.8	16.9	72.9	28.6	17.39	1920	15.77	1922	16.87	14.87
Metal products	------	------	------	------	------	------	28	81	9	------	5	6,320	69.1	37.6	50.2	20.3	18.63	1920	12.50	1922 / 1925	15.43	12.42
Rubber products	[15] 12	[13] [15] 1.3	------	------	------	------	------	------	------	[15] 211	3	5,482	32.1	23.7	74.8	53.6	20.94	1920	14.80	1922	17.90	15.25
Shoes	[16] 37	[16] 9	9.8	36.0	36.0	47	21	73	11	[16] 6	3	4,440	51.3	33.9	58.0	53.8	15.53	1922	10.72	1921	16.00	10.36
Paper and paper products	[17] 9	[17] 14.2	------	------	------	[17] 57	------	------	------	[17] 34	8	[13] 3,785	[18] 72.4	6.1	64.6	23.6	14.38	1924	8.79	1924	14.44	8.74
Textiles	------	------	------	------	------	------	[19] 49.2	[19] 50.2	[19] 9.6	------	------	------	------	------	------	------	------	------	------	------	------	------
Cotton	------	------	[13] 2.3	21.8	21.9	79	------	------	------	------	6	12,943	69.0	34.4	78.2	61.5	12.77	1920	8.13	1924	12.81	8.07
Hosiery and knit goods	[20] 67	[20] 24.6	24.8	32.9	33.0	[20] 39	------	------	------	------	7	9,033	57.7	23.2	91.2	61.0	16.15	1922	6.98	1922	16.63	7.16
Tobacco products	[21] 58	[21] 31.4	6.1	40.5	44.5	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
Cigars	------	------	------	------	------	------	------	------	------	------	7	6,612	79.5	56.8	98.0	79.1	16.45	1924	8.69	1925	16.86	8.72
Tobacco	------	------	------	------	------	------	------	------	------	------	4	3,070	65.6	38.8	90.8	47.2	13.23	1925	10.58	1921	13.50	10.23

[1] All industries for which the Women's Bureau studies have reported 2,900 or more women.
[2] U. S. Bureau of the Census. Monograph X, 1929, pp. 398–399.
[3] Ibid. Monograph VIII, pp. 200–204.
[4] Ibid. Monograph X, pp. 377–382 (computed).
[5] Ibid., p. 110 (computed).
[6] American Society of Mechanical Engineers. Annual meeting, December, 1928, Alford, L. P., and Hannum, J. E. A Basis for Evaluating Manufacturing Operation, pp. 5, 7.
[7] Federated American Engineering Societies. Waste in Industry. Washington, 1921, pp. 118, 148, 165, 211–213, and 240–241. Report on 9 plants in men's clothing; 15 in metal products; 17 in boots and shoes; and 13 in textiles.
[8] U. S. Bureau of Labor Statistics, Monthly Labor Review, January, 1927, p. 37.
[9] See Table IV in Appendix. Excludes States where too few women were reported for the computation of a median.
[10] From Table VII and unpublished material.
[11] Census classification—confectionery and ice cream.
[12] Includes Atlanta.
[13] In this case the figure represents a decrease.
[14] Census classification—electrical machinery, apparatus, and supplies.
[15] Census classification—rubber tires.
[16] Census clasification—boots and shoes, not including rubber boots and shoes.
[17] Census classification—paper and wood pulp. [18] Atlanta.
[19] Census classification—textiles.
[20] Census classification—knit goods.
[21] Census classification—tobacco—cigars and cigarettes.

PART III.—INDUSTRIAL BACKGROUND

RELATIVE INDUSTRIAL POSITIONS OF THE STATES STUDIED

It is obvious that the States studied vary widely both in the extent of manufacturing and in the kinds of industries that are primary. As has been stated, their selection was not made with a view to comparison, but in every case the survey included a representative proportion of workers in the chief woman-employing industries in the State. Some idea of the relative extent of manufacturing may be obtained from the following summary, which gives, from the United States Census of Manufactures of 1919, the rank of the 13 States considered in the average number of wage earners and in the value added to products by manufacture.

State	Rank of State as regards—		State	Rank of State as regards—	
	Average number of wage earners [1]	Value added by manufacture [1]		Average number of wage earners [1]	Value added by manufacture [1]
Ohio	3	3	South Carolina	28	31
New Jersey	6	7	Kentucky	30	30
Missouri	12	12	Mississippi	33	34
Rhode Island	15	16	Arkansas	34	36
Georgia	17	20	Oklahoma	38	37
Alabama	21	26	Delaware	39	38
Tennessee	23	23			

[1] U. S. Bureau of the Census. Abstract of the Census of Manufactures: 1919, p. 280, Table 187.

According to this summary, 3 of the States—Ohio, New Jersey, and Missouri—are of especial importance in manufacturing, falling in the first 12 of the 48 States both in average number of wage earners and in value added by manufacture. Three other States—Rhode Island, Georgia, and Tennessee—fall in the first half in both categories and Alabama falls there in average number of wage earners.

Nonindustrial States.

In regard to the States that fall toward the end of the list in average number of wage earners, value added by manufacture, or both, it may be considered that they are, on the whole, nonindustrial in character. In Arkansas, Delaware, Mississippi, and Oklahoma the surveys covered in each case fewer than 2,000 women. In manufacturing industries, fewer than 225 were included in Arkansas and in Oklahoma. In Mississippi and Oklahoma over 70 per cent of the white women and in Delaware nearly 60 per cent were in a single industry in each case. Table 4 shows for these States the number of women studied, the number of these who were in manufacturing, the number in manufacturing industries that were relatively important in the State, and the State rank in number of wage earners and number of women employed.

TABLE 4.—*Number of women whose earnings were ascertained in nonindustrial States, by race*

State	Number of women studied		Women studied in manufacturing				Rank of State as regards—	
			Total		Principal industries		Average number of all wage earners	Number of women employed
	White	Negro	White	Negro	White	Negro		
Arkansas	1,153	249	209	48			34	25
Delaware	1,390		761		Shirts, 138; hosiery and knit goods, 124; cigars, 449.		39	43
Mississippi	1,529	418	894	168	Cotton, 650	3	33	15
Oklahoma	1,813	55	224		Glass, 173		38	27

All four of these States rank in the lowest third in the United States in average number of wage earners, and two—Delaware and Oklahoma—rank in the lowest fourth. Oklahoma, Delaware, and Arkansas are in the lower half in total number of women employed, which includes teachers and others not in industrial pursuits. This combination of factors bears out the conclusion that the four States presented are distinctly nonindustrial. Owing to this characteristic, and to the small numbers involved in each case, these States can not always be included in the general considerations in regard to earnings in manufacturing industries. They form a part in the more comprehensive of the tables, in the studies of stores and laundries, and in any consideration of particular manufacturing industries holding an especially important place in the State in question. For example, in Mississippi, which ranks highest of the four in number of women in manufacturing industries, 650 of the 894 white women studied worked in cotton mills, an industry so important in the employment of women as to require some separate consideration at certain points in a study of earnings. When cotton is discussed, therefore, Mississippi is included, although otherwise a nonindustrial State. Likewise, in Delaware 449 of the 761 white women reported were in cigar making, another important woman-employing industry, while 138 made shirts and 124 were in hosiery and knit-goods factories.

In addition to their place in the consideration of particular industries, the States in question may afford some basis for a comparison of earnings in communities chiefly nonindustrial with those where industry is well established and organized.

INDUSTRIAL CHANGES AFFECTING COMPARISONS

Since the earnings data secured in the various States are not for the same week, nor even for the same year, some account must be taken of business fluctuations in order to form a basis for adequate comparisons and to give coordinate consideration to States surveyed in periods of similar industrial activity.

In the two years from the latter part of 1920 to late 1922, earnings were taken in nine States. These months were marked by great fluctuations, indicating at first serious depression and later general recovery. While a study of the actual earnings of the woman worker during a time of depression is of great importance, since it portrays the crisis facing her, it is obvious that the amounts she then receives may not be the same as those paid to her in a period of prosperity.

The index of manufacturing production given in the Survey of Current Business, published monthly by the Department of Commerce, may be taken as some indication of business movements. This index is based upon the 1919 monthly average as 100 and represents a weighted average prepared from reports of 62 commodities representing about 36 per cent of the entire manufacturing industry.[1] For the years of instability and incipient recovery in which the nine States were surveyed, this index ran as follows:

1920	100.6
1921	80.9
1922	101.0

The Women's Bureau took pay rolls for periods in late 1920 or early 1921 in Rhode Island and Georgia, and in these cases earnings were higher than would be representative of a later period, since the full force of the depression that was beginning throughout the country was not yet felt here at the date of the pay rolls studied. In Rhode Island—surveyed in October to December, 1920—textiles already had become disorganized, and for this and other reasons earnings in this industry were not taken; in other lines of business apprehension was current among the workers and wage cuts were felt to be imminent. The omission of textiles, the inclusion of industries highly paid at the period, the influence of bonuses, and other factors noted later, caused the Rhode Island figures to be raised to a point that may be considered abnormally high in comparison with those in other States.[2] In Georgia, on account of economic conditions at the time of the survey, the pay rolls taken were in most cases for an earlier week, in 1920. The figures for cotton, the chief industry, were taken about one-half in 1920 and one-half in the first two months of 1921.[3] By February, 1921, the amount of money included in pay rolls in a representative number of cotton factories in various parts of the country had declined more than 16 per cent since the same month in the year preceding, and employment showed a very slight decrease, according to the payroll figures of the Bureau of Labor Statistics.[4] Naturally, this signified that per capita earnings were lower in February, 1921, than in February, 1920.

At the end of 1921 and in early 1922 earnings were ascertained in four States—Kentucky, South Carolina, Alabama, and Arkansas. In most cases pay-roll weeks taken in these States were within the time from October to February, a few of those in Arkansas being as late as March. The monthly index of production, based on 1919, was better in October and November, 1921, than in the early months of 1922, the figures being as follows: [5]

1921:	
October	88.8
November	88.2
December	83.4
1922:	
January	85.2
February	82.3

[1] U. S. Department of Commerce. Survey of Current Business, February, 1923, p. 63; and February, 5 1926, p. 26.

[2] When the figures are corrected to 1928, this statement is verified. See p. 32.

[3] There are indications that textiles declined in the last quarter of 1920 but improved in the second quarter of 1921. See National Bureau of Economic Research, Business Cycles and Unemployment, New York, 1923, p. 96, Table XXII—Total quarterly wages and salaries paid to all employees. (Estimated.)

[4] U. S. Bureau of Labor Statistics. Monthly Labor Review, April, 1921, p. 83.

[5] U. S. Department of Commerce, Survey of Current Business, February, 1923, p. 63.

In cotton manufacturing, the chief industry in South Carolina and Alabama, Bureau of Labor Statistics reports show that pay rolls in November, 1921, had decreased from the same month in 1920 nearly 9 per cent, and employment had increased more than 10 per cent; after an increase in December, pay rolls again declined in January and still further in February.[6]

In October, 1921, the data for the country as a whole showed for three industries that were important in Kentucky—cigars, men's clothing, and shoes—a drop in one month in total amounts of pay rolls of from 3.8 per cent to 16.1 per cent; and although clothing and shoes had pay rolls considerably higher than those of October, 1920, employment in men's clothing had increased at a greater rate than pay rolls, so that individual earnings were less, and employment in shoes had increased at almost the same rate as pay rolls, so that individual earnings were but little improved.[7]

The foregoing indications, and others that might be taken from almost any authoritative business record of the period, support the statement that the months during which Kentucky, South Carolina, Alabama, and Arkansas were studied were at a time of severe depression. Nevertheless, women's wages within the four States may be considered fairly comparable, so far as the industrial period is concerned, although it may be noted that the industries employing women were more diversified in Kentucky than in the two cotton States.

In 1922, earnings were studied in three important industrial States, Missouri, New Jersey, and Ohio. The two latter were surveyed in the same month, September, when the production index was 100.7—somewhat above the 1919 level, an indication that industry had practically resumed its normal status. The data for Missouri were taken, for the most part, in April, when the indication was considerably less satisfactory, the index being 88.6. For the year as a whole the index was 101, higher than in either 1920 or 1921.

On the whole, the period may be considered one of industrial recovery, incipient in April and practically complete in September, and some comparison may be made of earnings in the States surveyed during this time. While Missouri may be here included, since her standing as a large industrial State brings her more nearly into the category of Ohio and New Jersey, it must be remembered that in April conditions were not nearly so good as in September, and a considerable amount of disorganization was evident. Earnings in Missouri scarcely could be expected to be as high in April as were those of Ohio and New Jersey in September.

In 1924, earnings of women were studied in Oklahoma in April, in Delaware in August and September, and in Mississippi in December. They were studied in Tennessee chiefly in February, 1925. Tennessee is a large industrial State, scarcely comparable with Oklahoma, Delaware, or Mississippi because of their nonindustrial character, or with Ohio, New Jersey, or Missouri—States somewhat more nearly analogous in industrial diversification and importance—because of the differences in the time at which earnings were taken. The period

[6] U. S. Bureau of Labor Statistics. Monthly Labor Review, January, 1922, p. 169; February, 1922, p. 102; March, 1922, p. 121; and April, 1922, p. 135.

[7] Ibid. December, 1921, p. 121, gives the Bureau of Labor Statistics figures for these industries. Figures from the study by the National Bureau of Economic Research indicate that total quarterly wages and salaries to all employees in textiles showed a second decline in the first quarter of 1922, but amounts were above those of the same period in 1921; in food, drink, and tobacco taken together the decline began in the first quarter of 1921 and was still in progress in early 1922.

from early 1924 to early 1925 was one showing considerable fluctuation but higher industrial activity than that in 1919, according to the year's index of manufacturing production published by the Department of Commerce. This figure, which was 101 in 1922, when Ohio and New Jersey were studied, was 113 in 1924 and 125 in 1925.[8]

In addition to the monthly production figures available from the source cited, monthly indexes of employment and of total amounts of pay rolls can be given for the period under discussion. These were prepared by the Bureau of Labor Statistics and are based not on 1919 but on the monthly average for 1923. The three indexes for the months in question were as follows:

	Base year	Index for—					
		1922	1924				1925
		September	April	August	September	December	February
Production [1]	1919	[2] 100.7	118.0	109.0	114.0	112.0	124.0
Employment [3]	1923	90.6	94.5	85.0	86.7	89.4	91.6
Pay-roll totals [3]	1923	82.7	96.9	83.5	86.0	91.7	95.1

[1] U. S. Department of Commerce. Survey of Current Business, February, 1926, p. 26.
[2] Ibid., February, 1923, p. 63.
[3] The indexes of numbers of persons employed and of total amounts of pay rolls were prepared from figures for over 50 important industries from over 8,500 plants throughout the country and are computed with the monthly average for 1923 as a base. As given by the U. S. Bureau of Labor Statistics, Monthly Labor Review, April, 1925, pp. 115 and 126, those for employment were calculated for the period from June, 1924, to February, 1925, inclusive; those for pay-roll totals from July, 1922, to February, 1925, inclusive.

The index of production was very high in February, 1925, and much higher in the various months given in 1924 than in September, 1922, the highest month previously considered. Employment was greatest in April, 1924, and in February, 1925, and pay-roll totals were larger in each of the months given than in September, 1922. The pay-roll index was above that for employment in April, 1924, December, 1924, and February, 1925. On the basis of industrial prosperity, these indications would seem to suggest the possibility of paying larger amounts to the wage earners in Oklahoma, Mississippi, and Tennessee than to the wage earners in the States studied in September, 1922—New Jersey and Ohio—and of course larger than to the wage earners in any State studied at the end of 1921 or in the earliest months of 1922.

SUMMARY

In summary it may be said that, in consideration only of industrial rank and of time of study, valid comparisons may be made of earnings in manufacturing industries in certain States, as indicated here:

First.—Of the States in which earnings were studied late in 1920 or very early in 1921—Rhode Island and Georgia.

Second.—Of States studied at the end of 1921 and very early in 1922, during the period of heavy industrial depression. This includes Kentucky, South Carolina, and Alabama, and in some cases the nonindustrial State of Arkansas.

[8] U. S. Department of Commerce. Survey of Current Business, February, 1926, p. 26. Base, 1919 monthly average equals 100.

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Third.—Of the three States having the highest industrial rank among those studied, Missouri, New Jersey, and Ohio, in which earnings were taken in April and in September of 1922, during a time of incipient and full recovery. It must be noted that industrial conditions were not so good at the time of the Missouri study as in September, and this State may be compared also with Alabama, most of whose earnings figures were for a week in February, 1922.

Fourth.—Of the large industrial State of Tennessee, in which earnings were studied in February, 1925, with the nonindustrial States of Oklahoma, Delaware, and Mississippi, surveyed during 1924 in a period of similar business activity, and with Missouri, Ohio, and New Jersey, more nearly analogous in industrial importance but surveyed in a somewhat less prosperous time.

Fifth.—Data exist on earnings in an earlier week by which it is possible to check such conclusions as may be made in regard to earnings in seven States: Alabama, Delaware, Georgia, Kentucky, Mississippi, Missouri, and South Carolina.

PART IV.—WEEK'S EARNINGS OF WHITE WOMEN IN MANUFACTURING INDUSTRIES

An analysis of the earnings of large groups of women is possible by the use of a median figure, which may be taken as an indication of the standards within a State or within an industry. The use of the median minimizes the influence of extreme variations at the highest and lowest earnings that may raise or lower to a considerable degree the mean or arithmetic average.[1] A more complete picture may be assured by supplementing the discussion of the median with a consideration of the proportions of all the women included who earned amounts within certain ranges.

The medians used in this section, on week's earnings, are computed from the amounts actually received during the week in question by the women under consideration, irrespective of the hours worked, the system of payment, or the rate for full-time work. Whatever the hours worked, the money received represents the week's income of the women studied. Any attempt to secure a general index of the earnings of large numbers of women must include those who have lost time, since a week could never be found in which all women in all establishments in all industries worked full time, and since loss of time, whether due to plant or to personal reasons, is an inevitable factor in the lowering of the earnings of a certain proportion of women in any given week and of practically all workers in some weeks during any given year. Earnings in relation to rates, to hours worked, and to method of payment will be discussed in later sections of this report.

Table III in the appendix gives for each State the number of white women studied in manufacturing industries and their distribution by earnings groups, and Table IV shows in what lines of manufacture they were employed and the median for each industry. Table V gives for industries in which more than 4,000 women were reported the earnings distribution like that given for the States in Table III. The discussion that follows will consider first the situation in each State—with arrangement according to period of study—and second the general situation in each industry in which more than 4,000 women were reported.

EARNINGS IN THE VARIOUS STATES SURVEYED

Considering conditions at the time of survey and omitting for the moment the four nonindustrial States, it would be expected that earnings would be low in Alabama, South Carolina, and Kentucky, studied in a time of severe depression; somewhat higher in Missouri, studied on the threshold of recovery; still higher in Ohio and New Jersey,

[1] The median is the figure at which one-half of the women included earned less and one-half earned more. The medians used in this report are computed by the usual formula. In this report, because of its minute comparisons, conversion to a 1928 basis, and other special treatment, the bureau has departed from its usual practice of quoting medians in round numbers only, but the fact must not be lost sight of that the median does not represent an actual wage figure but indicates only the point at which one-half the amounts recorded were higher and one-half were lower.

studied when recovery was practically complete, and in Tennessee, studied in a normal time; and highest of all in Rhode Island and Georgia, where pay rolls were taken for a period before the postwar business peak had entirely subsided. For the most part, the States were found in the relative positions that the industrial period of study would indicate. Alabama, South Carolina, and Kentucky had low medians of earnings, Missouri higher, Ohio and New Jersey still higher, and Rhode Island the highest of all. The medians for Georgia and Tennessee did not take quite the relative positions that the times of study in these States would indicate. That of Georgia was lower than those of Ohio and New Jersey, but it was higher than that of any other State studied in the same section of the country. The Tennessee median fell below those of Missouri, Ohio, and New Jersey, which it might have been expected to equal if the influence of industrial period alone was considered, but it was higher than that of any other State in the South, except Georgia. The nonindustrial State of Mississippi, although studied in a favorable period, had the lowest median of all—only $8.35 for 894 women. Of these women, 650 were in cotton factories, with a median of only $8.13. The foregoing shows, as would be expected, that other factors in addition to the industrial fluctuations of various periods are important in determining the relative differences among States in the wage paid to women. Such factors may relate to geographic location, to industrial history, to diversification of industries, or to the standards within specific industries that may prevail in a State.

Earnings in late 1920 and early 1921.

Pay rolls in Rhode Island and Georgia were examined before the decline in the postwar peak in earnings and prices had definitely set in, and the resulting data scarcely can be considered entirely representative of normal times.

At the time of the Rhode Island survey, the industries studied had not yet passed the very high price peak of 1920, nor had they felt the full effect of the growing industrial depression. The important textile industry in the State formed an exception to this, and it was omitted from the study largely because of the disorganized conditions within the industry. Further, the earnings figure for Rhode Island was raised by the large number of women working in rubber factories, at the time highly paid and with large numbers of its women working overtime and many receiving a bonus. In this industry the median of earnings for 2,895 women was $20.94. No median has been so high in any other State studied, at any time.

Of the three other manufactures included in Rhode Island, two had medians higher than in any other State in which they were found. These were electrical appliances, with one-seventh of its women working overtime and more highly paid than in Missouri, New Jersey, or Ohio, and metal work, with a median above those for Kentucky, New Jersey, Ohio, and Tennessee, and with a large proportion of women receiving a bonus. The third industry in question, paper and paper products, had only 321 employees, a smaller number than any other shown separately for the State. Here also a bonus was common, but the median was the lowest in Rhode Island and was below those in the same industry in three States but above those in four other States and in Atlanta. This was the only industry reported in both Rhode

Island and Atlanta, and no industry was reported in both Rhode Island and the remainder of Georgia, so no basis exists for a comparison of earnings in these two States studied at the close of a period of high business activity.

In Georgia [2] the median for the industry having the largest number of persons studied—2,548 women in cotton factories—though somewhat under the median for the State was above the median for the cotton industry in any other State where it was found, including New Jersey, Mississippi, and Tennessee. The cotton factories in Georgia in many cases paid a considerable bonus. The lowest median, that for candy, was based on the earnings of only 59 women, the smallest number in any industry; it was below the medians for workers in candy in Missouri, Ohio, and New Jersey, but the median for candy in Atlanta was exceeded only by the Missouri figure. The highest median in Georgia was that of 148 cigar makers, and it was above those in the same industry in four States, including Ohio and Tennessee. The figure was more than 15 per cent higher than the next high median in Georgia and gave appreciable help in raising the median for the whole, even though it applied to such a small group of women.

For the State exclusive of Atlanta, the median of all women reported fell within the range of $12 and under $15, in which earnings groups were found 19.3 per cent of the women. More than 25 per cent received $15 and under $20. In Atlanta, the largest proportion of women in any range—23.2 per cent—earned $10 and under $12, considerably below the earnings of the largest group in the remainder of the State.

Earnings in the period of industrial depression.

Surveys were made in Kentucky, South Carolina, and Alabama in the time from October, 1921, to February, 1922, inclusive, during severe industrial depression. The lowest median was that of Alabama, $8.39, for 2,982 women. Of all the States surveyed, the only one in which the median fell below this was Mississippi, a nonindustrial State studied in a normal period and in which the manufacture of cotton cloth was the industry employing the largest number of women. In South Carolina and Kentucky the medians rose 13.1 per cent and 29.2 per cent, respectively, above that of Alabama. The relation of these States, as shown by a comparison of their medians, is borne out by a consideration of the proportions of their women who were paid at low ranges, which were as follows:

Range of earnings	Per cent of women having specified earnings in—		
	Kentucky	South Carolina	Alabama
Under $8	24.5	35.4	45.5
$8 and under $10	16.5	20.1	22.2
$10 and under $12	20.5	16.6	14.0

[2] Seven manufacturing firms in Atlanta, employing 448 women, were studied in the early summer of 1920, the pay-roll week taken being in April for candy plants and in June for paper factories. Approximately 3,500 women in 38 firms outside Atlanta were studied considerably later, so when Georgia is discussed in this report Atlanta usually is excluded. Pay-roll weeks taken in Georgia were quite irregular in time, but the industrial conditions described obtained substantially for the whole period.

In each of these States the industry employing the largest number of women had a median somewhat above that of all women in the State. In the case of Alabama and of South Carolina this was cotton goods; in Kentucky it was men's clothing. In Alabama and South Carolina, extremely low earnings in hosiery and knit goods, which employed appreciable numbers of women, lowered the State medians, and in Kentucky a large number of women were in tobacco, with a median somewhat below that of the State. Low payments in the making of yarns and thread in Alabama and of boxes and crates in Kentucky operated in the same way, although fewer workers were involved. Table 5 shows the relative standing, as regards median earnings, of different industries in each of these States and of the same industries in different States.

TABLE 5.—*Median earnings in the various industries in three States studied in the period of industrial depression—white women*

Amount of median	Industries in which the median of the earnings was as specified in—		
	Kentucky	South Carolina	Alabama
Under $7			Hosiery and knit goods ($6.98), yarns and thread ($6.41).
$7 and under $8	Boxes and crates	Hosiery and knit goods	
$8 and under $9			State median ($8.39), bakery products, cotton goods.
$9 and under $10	Candy, paper and paper products.	State median ($9.49), cigars, cotton goods, yarns and thread.	Cordage and twine.
$10 and under $11	State median ($10.84), cordage and twine, furniture, shoes, tobacco.		Overalls.
$11 and over	Cigars ($11.07), men's clothing ($12.48), metal products ($13.98), printing and publishing ($13).	Printing and publishing ($13.13).	Printing and publishing ($17.50).

The foregoing table shows printing and publishing and cigar making to have relatively high medians wherever found. The medians for women in cotton factories were somewhat above the State medians; those for hosiery and knit goods were low in both States in which found. There was evidence of recovery in knit goods by February, 1922,[3] the month for which earnings were taken in Alabama, but recuperation had not yet reached that State.

A study either of the medians or of the proportions of women earning amounts within various ranges indicates that the order, from low to high payments, of the States studied during the period just discussed was as follows: Alabama, South Carolina, Kentucky. The last two were studied at exactly the same period, Alabama early in the year following.

Earnings in the period of incipient and full recovery.

In 1922 the improved industrial situation became marked, although in April, when Missouri was surveyed, the effects of depression were not yet fully overcome. Fairly normal conditions obtained by Sep-

[3] U. S. Bureau of Labor Statistics. Monthly Labor Review, April, 1922, pp. 134, 135. Data from this source show that in February, 1922, pay rolls in hosiery and underwear in more than 60 representative establishments in the country as a whole were 5.8 per cent higher than in January, 1922, and 60.1 per cent higher than in February, 1921, and employment in the industry had increased in a smaller proportion, so that per capita receipts were increasing.

tember, and therefore figures for Ohio and New Jersey, studied in that month, may be considered more representative of such conditions than figures for any State discussed up to this point. New Jersey had the highest median, and those for Ohio and Missouri fell, respectively, nearly 5 and nearly 20 per cent below New Jersey's.

The highest median found in any industry in these three States was for men's clothing in Ohio. The medians in Ohio showed the greatest range, the lowest—that of cordage and twine—falling 47 per cent below the highest. In each of the States amounts of $15 and under $20 were received by more women than were amounts at any other range, although in Missouri nearly as many women earned $12 and under $15. Of the three, New Jersey had the smallest proportion of women earning under $12, Missouri the largest.

Table 6 gives a basis for the comparison of medians in different industries in the same State and for the same industries in the three States under consideration.

TABLE 6.—*Median earnings in the various industries in three States studied in the period of industrial recovery—white women*

Amount of median	Industries in which the median of the earnings was as specified in—		
	Missouri	New Jersey	Ohio
$10 and under $11	Overalls	Candy	Candy, cordage and twine.
$11 and under $12	Bakery products, candy, drugs and chemicals, men's shirts.	Glass products, women's clothing.	Hosiery and knit goods, tobacco.
$12 and under $13	State median ($12.27), men's clothing, paper and paper products, shoes.	Cotton goods	Bakery products, glass products, metal products, paper and paper products.
$13 and under $14	Tobacco	Metal products, paper and paper products.	
$14 and under $15		Rubber products	State median ($14.52), cigars.
$15 and under $16	Electrical appliances	State median ($15.23), electrical appliances, men's clothing, men's shirts.	Men's shirts, shoes, women's clothing.
$16 and under $17		Cigars, hosiery and knit goods.	Electrical appliances.
$17 and under $18		Yarns and thread	Rubber products.
$18 and over		Drugs and chemicals ($18.04).	Men's clothing ($19.57).

The foregoing table shows that the lowest medians in the three States fell at a similar point, while the highest median in Missouri was in the same range as the State median in New Jersey and was considerably below the highest found in New Jersey or in Ohio.

Five industries existed in each State included—candy, men's clothing, men's shirts, electrical appliances, and paper and paper products. Electrical appliances showed high medians—in every State above the median for the State and in Missouri higher than that of any other industry. Medians in men's clothing and in men's shirts were somewhat below the median for all women in the State in Missouri and in New Jersey; they were high in Ohio, that for men's clothing being the highest for any industry. The medians for candy makers and for workers in paper and paper products were low in all States.

Both in Ohio and in New Jersey, the greatest numbers of women were in metal work, in each case over 2,500, and in each case the median fell considerably below that for the State. This is in contrast to the Kentucky figure in this industry, discussed earlier. In Missouri the industry having the greatest numbers, shoes, had a median that was somewhat higher than that for the State. Industries that employed over 1,000 women and that tended by their large numbers and high medians to raise the State medians were as follows: In Missouri, tobacco and shoes; in New Jersey, drugs (having the highest median of all), electrical appliances and cigars (each having over 2,000 workers), yarns, and hosiery and knit goods; in Ohio, cigars and rubber products (each employing over 2,000 women), shoes, electrical appliances, and men's wear.

If payments in Missouri in April fell below those made in New Jersey and Ohio five months later, they rose above those made in Alabama two months earlier. The median for 2,982 workers in Alabama was only $8.39 and that for 9,160 Missouri workers rose more than 40 per cent above this. Only two industries were studied both in Alabama and in Missouri—bakery products and overalls—and in these the Missouri medians rose about 40 and about 2 per cent, respectively, above those for Alabama.

Earnings in the time from April, 1924, to February, 1925.

Tennessee, surveyed in the normal period of early 1925, can not adequately be compared with the nonindustrial States of Oklahoma, Delaware, and Mississippi, studied under similar conditions in 1924. The median of earnings for Tennessee women was higher than that for the smaller numbers in Mississippi, where most of the women were in cotton manufacturing; it was lower than that for Oklahoma, where glass was the chief industry and a few women made men's shirts. In each of the four industries that existed in common in Mississippi and Tennessee, the Tennessee median was the higher. The Delaware median was $2.23 above that for Tennessee, and in three of the four industries included the Delaware median was the higher.

In addition to this analysis of nonindustrial States, Tennessee may be compared with certain large industrial States, such as Missouri. In Missouri, although it was surveyed in a far less favorable period than were Ohio and New Jersey and its earnings fell below theirs, the median was above that of Tennessee. In five of the eight industries that existed in both Missouri and Tennessee, the median was higher in the first State than in the second. In the remaining three—overalls, tobacco, and men's clothing—the Tennessee median was the higher, but only in overall making was the difference more than a few cents. The median in the industry last named was the highest in Tennessee; but it was the lowest in Missouri, where normal conditions had not been restored at the time of study and there was much undertime work.

The largest numbers of workers studied in Tennessee were in cotton and in hosiery and knit-goods factories. The median for 5,273 women in the latter industry was slightly above that for the State; that for 1,099 in cotton manufacture was below that for the State, although it was above the medians for cotton workers in Alabama, South Carolina, and Mississippi. Two other Tennessee industries had over 500 women: Cigars, which had a median much below those in

six other States having the same industry, and men's shirts, with a median lower than those in four of the five other States in which this industry was studied. Other industries low paid in Tennessee and with more than 300 workers included were bakery products, candy, and drugs. In drugs the Tennessee median was very much lower than those of the two other States for which medians were computed; in bakeries it was much lower than in Ohio or Missouri, though higher than in Alabama; and in candy, already described as low paid in other States, the median in Tennessee was lower than those in four of the seven other States for which medians could be computed.

The summary following shows the proportions of women whose earnings fell within various ranges in the States under discussion, including Missouri:

Week's earnings	Per cent of women having earnings specified in—				
	Missouri	Oklahoma	Delaware	Tennessee	Mississippi
Under $8	18.2	11.6	15.6	24.2	45.6
$8 and under $10	12.8	10.3	14.3	16.6	25.2
$10 and under $12	16.7	17.0	12.5	16.8	15.8
$12 and under $15	21.5	34.4	17.7	19.8	9.4
$15 and under $20	21.9	22.8	22.7	17.3	3.5

On the basis of the proportion of women with earnings in the highest group, the rank of the States just discussed was as follows: Oklahoma, Delaware, Missouri, Tennessee, Mississippi; and with the exception of Delaware, whose median was the highest, median earnings in these States fell in the same order. While the factors involved are too complex for a correlation between the standard of earnings and the industrial development of a State, there are many indications that geographic location and industrial development are large determinants in the payment of a high or a low wage, even when differences due to period of study are eliminated.

Comparisons of earnings in various States and effect of period of study; 1928 values.

The foregoing discussion is based upon the medians of the actual earnings taken from pay rolls in different States at different times. In 1920 the Industrial Welfare Commission of California fixed $16 as the minimum wage payable to experienced workers in laundries and mercantile establishments, and this decree is still in effect. By the use of the cost-of-living index of the Bureau of Labor Statistics [4] the manufacturing median for each State in the present study may be converted to the figure it would have represented in December, 1920, and it is found to be as high as the California minimum in only three States—New Jersey, Ohio, and Rhode Island. If the figures are converted to the date of December, 1928, only Rhode Island has a median as high as $16,[5] and the Rhode Island data are not wholly representative, because of the omission of the textile industry, which was disorganized at the time of study, and the inclusion of certain abnormally highly paid groups as stated on page 26. It must be

[4] U. S. Bureau of Labor Statistics. Monthly Labor Review, February, 1929, p. 193.
[5] Delaware, New Jersey, and Ohio are added if the median of full-time workers is used, a figure perhaps more nearly comparable, since the California minimum is for experienced workers.

remembered that in the case of each State half the women had earnings below the median figure.

If the medians for the States at the respective pay-roll dates are placed in descending order, and the corresponding figures as of 1928 are ranged alongside, little variation in order will be found. Missouri as of 1928 has a somewhat higher position than at the time of study, Georgia a position not quite so high; this was to be expected, since considerable numbers of the Georgia pay rolls were taken for a period of fair business activity, while those of Missouri were in a time of more unstable conditions.[6]

State	Median earnings—		State	Median earnings—	
	At pay-roll date	Converted to 1928 value		At pay-roll date	Converted to 1928 value
Rhode Island	$19.13	$16.36	Tennessee	$11.03	$10.95
New Jersey	15.23	15.69	Kentucky	10.84	10.47
Ohio	14.52	14.95	Arkansas	10.24	10.52
Delaware	13.26	13.31	South Carolina	9.49	9.32
Oklahoma	13.14	13 21	Alabama	8.39	8.62
Georgia	12.90	11.03	Mississippi	8.35	8.29
Missouri	12.27	12.59			

It is apparent that the relative positions of the States as regards payment for women's work are substantially as indicated by the medians in the Women's Bureau studies, even though the surveys were made at different periods. The chart that is the frontispiece of this report, plotted as of 1928, indicates the relation of the different States in respect to earnings of women.

EARNINGS IN THE CHIEF WOMAN-EMPLOYING INDUSTRIES REPORTED

It is difficult to rank individual industries according to the earnings of women workers. Initial payments are sometimes low, sometimes high, and opportunity for advancement may or may not be great. Factors connected with industrial history of the locality, with internal condition and general standards of the industry, and with seasonal or cyclical business fluctuations may affect the wages paid to women. Each separate case presents characteristics peculiar to itself, but there are general indications as to what sort of earnings may be expected or how the conditions under which an industry is carried on are likely to affect the payment of labor. For example, it can be discovered whether the level of earnings in an important manufacturing industry is in any marked degree above or below that of all manufacturing industries combined in the same State, and to what extent certain industries appear to pay relatively high or low amounts whatever the locality or the period in which they are studied. Table V in the appendix gives the numbers of women, the medians of their earnings, and the per cents of women whose earnings fell within specified ranges in industries in which more than 4,000 were studied.

[6] If the earnings of full-time workers be taken, Rhode Island and Georgia show distinctly lower positions for 1928 than for the period of high business activity in 1920. This is as would be expected.

Textiles.

The textile industry, with its various branches, forms one of the great groups whose fluctuations are taken as important indications of business conditions. According to the census of 1920, there were in the United States at that time 149,185 women employed as semiskilled operatives in cotton mills, about 4,100 less than the number of men so employed. In the second high woman-employing industry, cigars and tobacco, 83,960 women were semiskilled operatives, and in the third, knitting mills, there were 80,682.[7]

In South Carolina, Mississippi, Alabama, and Georgia, the industries included in the textile group employed the great majority of all the women studied in manufacturing industries. In the first two their payments were the lowest of all the industries reported; in Georgia only candy, with very few women, had a lower median, and in Alabama only bakery products, also with very few women.

In Tennessee, 6,372 of the 10,358 women studied were in textiles of one type or another, and their earnings showed a somewhat more favorable standing; the median of the earnings in 7 of the 16 manufacturing industries included fell below cotton, which in turn was below hosiery and knit goods; the remaining 7 industries had medians higher than hosiery and knit goods.

In New Jersey, with 14 industries reported, nearly one-fourth of the women included were in some form of textile work, and their medians varied, that for cotton being the lowest in the State except candy, women's clothing, and glass, that for yarns being the highest, except drugs, and that for hosiery and knit goods being surpassed only by drugs, yarns, and cigars.

In Ohio, the median for cordage and twine was the lowest in the State, and that for hosiery and knit goods exceeded only cordage and candy.

Manufacturing activity in the cotton industry during the years in which Women's Bureau studies took place may be learned from three sources: (1) Studies of total numbers employed and of total amounts paid to employees in representative cotton factories, made by the Bureau of Labor Statistics; (2) the per cent of full capacity that was operative, published by the Department of Commerce and based upon the relation of active spindles to all spindles in place; and (3) an index of cotton-manufacturing activity published in the Textile World and based upon the average of active spindle hours per active spindle, omitting all spindles in place that were inactive.[8] Data on cotton from these three sources are shown in Table 7.

[7] U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 38, 39.

[8] The percentage of spindles in place that were inactive in shown to be very small in the cotton-growing States—not over 5 per cent in any year in question. It is given as follows in the Textile World, Feb. 5, 1927, p. 175:

Year	United States	Cotton-growing States	New England
1921–22	10.7	2.9	15.9
1922–23	7.0	2.0	10.3
1923–24	13.8	5.0	21.5
1924–25	15.3	4.6	24.9

TABLE 7.—*Fluctuations in the cotton industry, certain months in the period 1921 to 1925, and median earnings in States studied by the Women's Bureau*

Year and month	Per cent increase or decrease [1] from the—				Index of cotton-manufacturing activity [2] in—			Per cent of full capacity that was operative [3]	Farm price per pound of raw cotton [3]	Women's Bureau studies	
	Month before		Same month of the year before							State	Median of earnings of women reported in cotton factories
	Number of employees	Total amount of pay rolls	Number of employees	Total amount of pay rolls	United States	Cotton-growing States	New England				
1921									*Cents*		
February	+17.8	+20.2	−0.1	−16.2					11.0	Georgia	$12.77
November	−.3	+2.8	+10.5	−8.6	99	115	84	98.2	17.0	South Carolina	9.55
1922											
February	−3.6	−5.9	+1.8	−.6	93	110	77	93.5	15.7	Alabama	8.69
September	+5.3	+8.8	−16.7	−18.5				94.2	20.6	New Jersey	12.44
November					111	131	93	106.5	23.1		
1924											
November					99	121	75	87.8	22.5		
December	+6.9	+14.7	−10.0	−14.9				90.7	22.2	Mississippi	8.13
1925											
February	+1.0	+.9	−4.0	−7.9	104	124	84	100.5	23.0	Tennessee	10.84

[1] U. S. Bureau of Labor Statistics. Monthly Labor Review: December, 1920, pp. 104, 105; April, 1921, pp. 83, 84; January, 1922, p. 169; April, 1922, pp. 134, 135; November, 1922, pp. 157, 158, 159; February, 1925, pp. 119, 120; April, 1925, pp. 117, 120.

[2] Clark, Chas. H. A new yardstick for the cotton industry, Textile World, Feb. 5, 1927, p. 174. The index is based on the average of active spindle hours per active spindle for the period September, 1921, to July, 1922, 226=100. This base time was one of depressed conditions in manufacturing.

[3] U. S. Department of Commerce. Commerce Year Book, 1926, pp. 209, 478. Per cent of capacity represents ratio of (1) the actual number of spindle hours, including overtime, double shifts, and part time, and (2) the total number of spindles in place multiplied by the number of hours per month in a single shift at normal full working time.

Similar movement is apparent in the per cent of capacity operative in cotton mills and the index of manufacturing activity in the cotton-growing States—most of those in which cotton was studied by the Women's Bureau were in this group—although the variations in the index of manufacturing activity are much more extreme than those in capacity operative. The lowest point in manufacturing activity was in February, 1922, and this month was low also in capacity operative; in each case the highest was toward the end of 1922. The figures for November, 1924, were below those for late 1922—considerably so in the manufacturing index—and there was some rise in February, 1925, but not enough to bring it up to the level of the latter part of 1922.

The per capita earnings of the workers, however, show a somewhat different situation.[9] In February, 1921, there was a very heavy decrease from the same month a year before, and an even heavier decrease took place in November. Thereafter, instead of recuperation from depression, every month in question showed a decline from the previous year in per capita payments.

Figures from the Bureau of Labor Statistics pay-roll studies give the following indication of the movement of per capita payments in the hosiery-and-knit-goods industry in the country as a whole in the months specified:

Month and year	Women's Bureau studies		Movement of per capita earnings as indicated by Bureau of Labor Statistics pay-roll data [1]
	State	Median earnings	
October, 1920	Georgia	$10.91	Considerable decrease from previous month and considerable increase from previous year.
November, 1921	South Carolina	7.63	Considerable decrease from both previous month and previous year.
February, 1922	Alabama	6.98	Some increase from both previous month and previous year.
September, 1922	New Jersey	16.15	A slight decrease from previous month and considerable decrease from previous year.
	Ohio	11.70	
February, 1925	Tennessee	11.08	Some increase from previous month and a somewhat greater increase from previous year.

[1] U. S. Bureau of Labor Statistics. Monthly Labor Review: December, 1920, pp. 104, 105; January, 1922, p. 169; April, 1922, pp. 134, 135; November, 1922, pp. 158, 159; April, 1925, pp. 117, 119, 121.

While the data available form no complete basis for determining the relative standard of payment that might be expected in cotton and in hosiery and knit wear in the States under discussion, they do give a very definite indication of the fluctuations and the irregularities that are likely to occur in these industries and that were especially prevalent in the period under consideration. The pay-roll figures showed a decline from the corresponding month in the year before in every instance in cotton and in two out of five cases in hosiery and knit goods.

[9] It is obvious that where the increase in the amount of money paid out was less than the increase in the numbers of persons employed, there would be a decrease in the amount available for each person. On this basis, the increase or decrease in per capita earnings in the country as a whole in the months in which the Women's Bureau studies were made was as follows:

February, 1921.—Some increase from a month before, unusually heavy loss from a year before.
November, 1921.—Some gain from a month before, unusually heavy loss from a year before.
February, 1922.—Some loss from both previous month and previous year.
September, 1922.—Some gain from a month before, but slight loss from a year before.
December, 1924.—Large gain from a month before, but considerable loss from a year before.
February, 1925.—Very slight loss from a month before, somewhat greater loss from a year before.

While the median of the earnings is the figure above which half of the women and below which the other half of the women were paid, a more exact indication of the amounts received by the largest groups of women can be gained from a study of the proportions of women having earnings within various ranges. Such data are shown in Table 8 for the women studied in cotton and in hosiery and knit goods.

TABLE 8.—*Earnings distribution of the women studied in cotton and in hosiery and knit goods, by State—white women*

Week's earnings	Per cent of women with earnings as specified in—							
	Georgia	South Carolina	Alabama	New Jersey	Ohio	Delaware	Mississippi	Tennessee
Cotton goods:								
Under $8	16.7	34.4	41.3	5.9	----------	----------	48.5	22.3
$8 and under $10	13.7	20.5	24.9	10.5	----------	----------	21.2	16.4
$10 and under $12	14.6	16.9	16.1	29.0	----------	----------	15.5	22.0
$12 and under $15	18.8	16.4	11.6	19.5	----------	----------	9.8	20.7
$15 and under $20	24.9	10.3	5.0	15.9	----------	----------	4.2	15.6
$20 and over	11.3	1.5	1.2	19.2	----------	----------	.8	3.0
Hosiery and knit goods:								
Under $8	28.1	53.2	59.6	6.5	12.2	14.5	----------	25.8
$8 and under $10	12.9	19.3	20.4	7.0	11.0	19.4	----------	15.2
$10 and under $12	13.4	11.5	10.3	9.5	19.1	25.0	----------	16.5
$12 and under $15	23.2	7.2	7.0	19.0	27.8	25.0	----------	20.1
$15 and under $20	15.6	7.8	2.8	32.1	21.1	16.1	----------	18.4
$20 and over	6.7	1.1	----------	25.9	8.8	----------	----------	3.9

Of the women in cotton mills in South Carolina, Alabama, Mississippi, and Tennessee, a larger proportion had earnings of less than $8 than in any other class specified. In Georgia, on the other hand, the largest group received $15 and under $20, many pay rolls here having been taken before the close of the peak-price period besides being influenced in a number of cases by bonuses. Next to Georgia in the earnings of the largest group is New Jersey, paying $10 and under $12 to 29 per cent of the women. This State, in a different section of the country and studied at a time when high industrial activity was indicated, nevertheless had a median in the cotton industry excelled by 10 of the 14 industries studied in the State.

While hosiery and knit goods had not nearly so many workers as had cotton goods, it had in most cases much larger proportions of women at the lowest range of earnings. In Georgia, South Carolina, Alabama, and Tennessee, from one-fourth to three-fifths of the women received less than $8. In Ohio, the largest group earned $12 and under $15, and in Delaware one-fourth of the women were in that class and one-fourth earned $10 and under $12. New Jersey, with much the highest median in this industry, paid almost three-fifths of the women $15 or more.

From the data obtained in the State studies the conclusion can not be escaped that, while wide variations may occur among the various branches of the textile industry, this greatest of all the divisions of manufacturing in extent of employment of women was one in which earnings were relatively very low indeed, whatever the period of study, and that they were lower in the southern than in the two northern States studied, the latter not including, however, figures for any New England State.

Cotton mills, with more than one-half of all the women studied in textiles, had higher medians than had hosiery and knit goods in three of the five States in which both industries were found, and hosiery and knit goods had a larger proportion of the women employed at the lowest range of earnings in every State where the two industries existed.

Cigars and tobacco.

According to the census of 1920, cigar and tobacco factories employed 70,503 white women in semiskilled occupations, the largest number of such workers found in any single industry except cotton.[10] Of these, the Women's Bureau surveys included nearly one-seventh, 6,612 in cigars in seven States and 3,070 in tobacco in four States.

In Delaware and Georgia the earnings median in cigars was higher than that in any other industry; it was well above the median for all women in manufacturing in New Jersey, and somewhat above it in Kentucky, Ohio, and South Carolina. In Tennessee, where the median for tobacco workers was high, that in cigars was almost the lowest in the State. Two other States—Kentucky and Ohio—had both the tobacco and the cigar industry, and in these the medians for cigar workers rose respectively 4.6 and 27.2 per cent above those for women in tobacco factories.

Even the low medians in tobacco ran above those for textile workers in the three States in which both appeared. Cigar medians were above those in textiles in every case except New Jersey, where the makers of yarns and thread were unusually well paid, and Tennessee, where the cigar median was extraordinarily low. The median in cigars in New Jersey was over 30 per cent above that in cotton, although the New Jersey cotton median was the highest in that industry. The median for cigar workers in South Carolina, where cotton was comparatively low paid, was about 3 per cent above that in cotton. In four States the largest group of cigar workers—27 to 40 per cent—earned $15 and under $20; in three States from 28 to 40 per cent earned less than $8.

Metal, electrical appliances, and rubber.

Over 5,000 women were studied in each of the three industries of metal products, electrical appliances, and rubber products. All these were studied in New Jersey, Ohio, and Rhode Island, and in addition pay rolls were taken in electrical appliances in Missouri and in metal in Tennessee and Kentucky, with a group in metal in Arkansas too small for the computation of a median. The highest median in each of these industries, as might be expected from the period of study, was in Rhode Island. In metal the lowest was in Ohio and Tennessee—exactly the same figure; in the other two industries, in New Jersey. Metal goods had a median above that for all industries in Kentucky and Tennessee, and below such figure in New Jersey, Ohio, and Rhode Island. Electrical appliances were above the State median in Missouri, New Jersey, and Ohio, and below it in Rhode Island. Rubber products were above it in Ohio and Rhode Island but below it in New Jersey.

In each of the three industries under discussion, the median was considerably higher than that in cotton goods wherever found in the

[10] U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, Table 5, p. 348.

same State, and higher than that in any branch of textiles in every State but New Jersey; usually it was above the figure for tobacco.

The median in electrical appliances was always high in comparison with most other industries in the State; in every State, $15 and under $20 represented the earnings of the largest group of women.

Rubber had a high median in Rhode Island and in Ohio. More than half the women in Rhode Island earned at least $20, and in New Jersey and Ohio about one-third of the women earned $15 and under $20. In metal the largest group in four States—from 30.2 to 45.1 per cent—earned $15 and under $20.

Shoes.

More than 4,000 women surveyed were in the shoe industry in Kentucky, Missouri, and Ohio—over one-third of the number reported in these States by the 1920 census. In two States the median of earnings of shoe workers was above that of the women in all manufacturing industries; in Kentucky it fell a little below. Ordinarily it was above medians in textiles, the tobacco industries, and metal and below electrical appliances. In one State the largest group earned under $8, in one $15 and under $20, and in one $20 and over—in each case between 20 and 30 per cent of the women.

Clothing industries.

More than 10,000 of the women studied were in clothing industries, but no single branch included as many as 4,000 women. The variation of medians showed the great irregularities of earnings in these industries. They were above the median for all manufacturing in 10 cases, below it in 8. Women's clothing always had a lower median than other clothing industries where found in the same State, and the median for makers of men's shirts in Delaware was below that of any other women in any clothing industry in any State. With these cases taken as exceptional, earnings in the clothing industries were always above those in cotton and ordinarily were above those in other branches of textiles; they were above those in cigars except in New Jersey and Georgia, ordinarily were above metal, and were below electrical appliances in every case but one—men's clothing in Ohio.

Table 9 indicates, for each of the industries discussed in the foregoing, the relation of the median to those in the same industry in other States and to those in other industries in the same State.

TABLE 9.—*Median of the week's earnings in the chief woman-employing manufacturing industries as reported in seven States—white women*

Amount of median earnings	Industries in which the median of the earnings was as specified in—						
	Rhode Island 1920	South Carolina 1921	Kentucky 1921	Missouri 1922	New Jersey 1922	Ohio 1922	Tennessee 1925
$7 and under $8		Hosiery and knit goods.					
$8 and under $9							Cigars.
$9 and under $10		State median ($9.49), cigars, cotton goods, yarns and thread.					Women's clothing.
$10 and under $11			State median ($10.84), cordage and twine, shoes, tobacco.	Overalls		Cordage and twine	Cotton goods.
$11 and under $12			Cigars	Men's shirts	Women's clothing	Hosiery and knit goods, tobacco.	State median ($11.03), hosiery and knit goods, men's shirts.
$12 and under $13			Men's clothing	State median ($12.27), men's clothing, shoes.	Cotton goods	Metal products	Men's clothing, metal products.
$13 and under $14			Metal products	Tobacco	Metal products		Tobacco.
$14 and under $15					Rubber products	State median ($14.52), cigars, shoes.	
$15 and under $16				Electrical appliances	State median ($15.23), electrical appliances, men's clothing, men's shirts.	Men's shirts, women's clothing.	
$16 and under $17					Cigars, hosiery and knit goods.	Electrical appliances	Overalls.
$17 and under $18	Electrical appliances				Yarns and thread	Rubber products	
$18 and over	State median ($19.13), metal products ($18.63), rubber products ($20.94).					Men's clothing ($19.57).	

Summary.

To summarize the deductions just given in regard to white women workers, States in which they had the highest medians of earnings were Rhode Island, New Jersey, and Ohio. They had the lowest in Mississippi, Alabama, and South Carolina. States having the largest proportions of women at a comparatively high range of earnings—$15 and over—were Rhode Island, New Jersey, Ohio, Delaware, and Georgia; having the largest percentages at very low ranges of earnings were Mississippi, Alabama, and South Carolina.

The following list gives the States in the order from a high to a low median for all white women reported in manufacturing industries, with brief explanation of period of study:

Rhode Island.—Abnormally high, studied while postwar price peak still had effect, and figures were much influenced by considerable overtime in one industry.

New Jersey, Ohio, Delaware, Oklahoma.—All studied in relatively normal times.

Georgia.—Above other southern States; postwar price peak still showed influence.

Missouri.—Studied in a relatively unstable time, before complete restoration from depression.

Tennessee.—Studied in a normal period, but below New Jersey, Ohio, Delaware, Oklahoma, and even Missouri.

Kentucky.—Studied in a depressed period; above South Carolina studied at about the same time.

Arkansas.—A nonindustrial State, studied toward the end of the period of depression.

South Carolina, Alabama.—Studied in period of great industrial depression. One industry was markedly predominant in both these States.

Mississippi.—Studied in a normal time; below all States, even those studied in a period of severe depression. Largely a one-industry State.

Of the manufacturing industries from which the largest numbers of women were reported, those having high medians wherever found were electrical appliances and rubber. Also, it was usual for metal, cigars, and shoes to have medians high in relation to other industries. Those having universally low medians were cotton and hosiery and knit goods, with one exception in the latter industry.

Industries other than those just mentioned that had a very high median in at least one of the States studied were men's clothing and drugs and chemicals; those that usually had very low medians were yarns and thread and boxes and crates. Other industries having the lowest median in the State in at least one of the industrially important States were candy, overalls, paper and paper products, and furniture. Printing and publishing had the highest median in every State from which it was reported, with but one exception.

The indications were quite positive that the geographic location and industrial development of a State and the standards in the industries that prevailed there had effects upon the amounts women ordinarily could earn that were in some instances more marked than the effects produced by the fluctuations in business conditions—even though the data were secured during years when these fluctuations were unusually sharp.

EARNINGS OF FULL-TIME, UNDERTIME, AND OVERTIME WORKERS

Up to this point the analysis has considered actual earnings during the pay-roll week, regardless of the time worked. Obviously those who work for only a part of the time are likely to be paid less than those who work full time. Different establishments have their own

standards of scheduled weekly hours, that is, of what constitutes full-time work—the regular number of hours to be worked each week by the employees. These may vary in different departments within the same plant.

A wide variation between the medians for all and for full-time workers in a State or in an industry may mean that a large proportion of the women lost time; or, if the per cent of full-time workers is large, it may mean either that a few lost much time or that those who lost time were unskilled or were very poorly paid. The earnings of full-time workers may be taken as representative of the best normal payments that women are receiving in a State or in an industry at a given time. A large proportion of full-time workers with a median differing little from that for all workers would mean that a large group were receiving the best available earnings and would indicate a healthy condition of stability within an industry or a State. However, usually there is a very considerable proportion of the women who receive less than full-time earnings and the figures that have been given for all women are more representative of the amounts women usually have to live on than are those relating to full-time workers only.[11]

Table VI in the appendix gives for the combined manufacturing industries in each of the States studied the total number of women for whom it could be ascertained whether or not they worked full time, the per cents of the women included who worked undertime, full time, and overtime, and their respective medians.

A combination of three groups made up the numbers included as full-time workers: First, women whose hours worked were reported and who had worked the firm's week; second, women whose time worked was not reported, but who had earned the amount fixed as their rate and consequently must have worked the full schedule; third, women whose time was reported in days and who had been at work on the number of days in the week required by the firm. In the case of the last group, although the pay rolls did not record whether or not a woman so reported had worked for the whole of the shift on each day she was present, the data may be taken as a fairly accurate indication of the extent to which the workers were employed full time.[12]

Full-time workers in the various States.

The proportions of full-time workers ranged from 25.8 per cent in Oklahoma to 54.7 per cent in Delaware. The accompanying chart shows the proportions of undertime, full-time, and overtime workers in the various States.

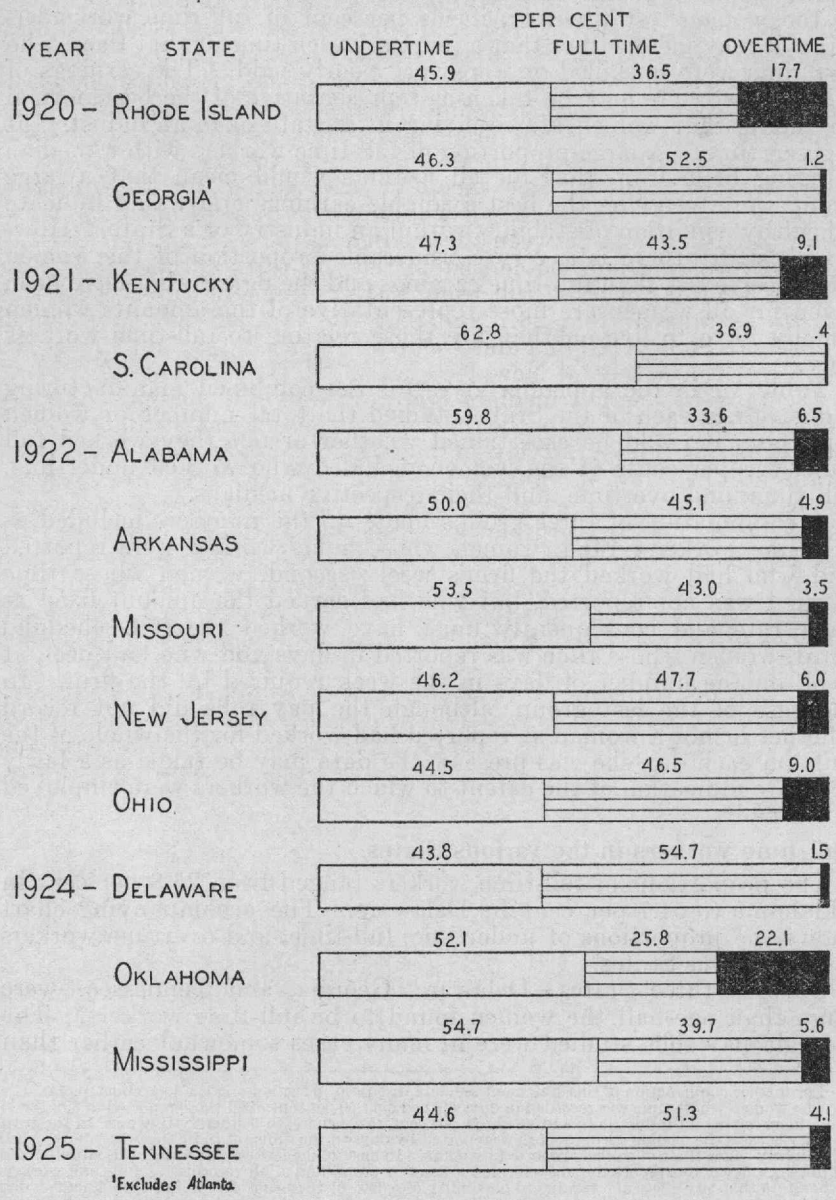
Only in three States—Delaware, Georgia, and Tennessee—were more than one-half the women found to be full-time workers. The Georgia pay rolls studied were in many cases somewhat earlier than

[11] For further confirmation of this statement see data discussed in section on year's earnings, p. 135.

[12] The women whose time was recorded in days formed over 50 per cent of all those reported in 3 of the 11 States more important industrially and nearly 20 per cent, if not more, in 5 others. However, in the great majority of cases the median earnings of those reported by days in the different industries rose above or fell only slightly below those of workers reported by hours. In most of the few cases in which this situation did not obtain, the workers reported in days formed so small a proportion of all recorded as full-time workers in the State that any effect of error due to possibility of a few of these not remaining throughout a day on which present was practically negligible. There were 2 States in which such error may have been cognizable—Mississippi and South Carolina. In these States women in cotton mills whose time was reported in days formed, respectively, 35 per cent and 41 per cent of all full-time workers in manufacturing, and their medians fell respectively 20.1 per cent and 10.5 per cent below those of the workers in the same industry whose time was reported in hours.

PER CENT OF WOMEN WHO WORKED UNDERTIME, FULL TIME, AND OVERTIME

MANUFACTURING INDUSTRIES IN 13 STATES



[1]Excludes Atlanta

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Women's Bureau

the depressed period; in the other two States the survey was in normal times. Two other States studied in a normal period—New Jersey and Ohio—had more full-time than undertime workers, the proportions being, respectively, 47.7 and 46.5 per cent. In Alabama, Rhode Island, South Carolina, and Mississippi, 33 and under 40 per cent of the women were full-time workers; in Missouri and Kentucky, 40 and under 45 per cent. Three of these States were studied during depression, one before industrial recovery was complete. The foregoing tends to indicate—with but two exceptions, one of which can be explained by a large proportion of overtime workers—what would be expected: That there were larger proportions of full-time workers in normal than in depressed times.

In every State with one exception the median for the full-time workers was above that for all workers, a natural condition. However, the differences between the medians of all workers and those of full-time workers bore no consistent relation to the proportion of the women who had worked full time. Medians of full-time workers in 12 States ranged from 26.7 and 25.4 per cent above those for all workers in South Carolina and Delaware, respectively, to 9.5 per cent above in Kentucky and New Jersey.[13]

In States having low medians for all workers, the medians for those on full time tended to be farther above the general median than in States having comparatively high medians for all. However, these States still paid low amounts to full-time workers, and little difference appears in the order of the States, whether arranged according to medians for full-time workers or according to medians for all. In Mississippi and Alabama the lowest payments and in Kentucky and South Carolina comparatively low payments were made to full-time workers as well as to all; in Rhode Island, New Jersey, Ohio, and Delaware comparatively high payments were made both to full-time and to all workers.

It will be remembered that in Alabama, Arkansas, Kentucky, Mississippi, South Carolina, and Tennessee, the largest groups of women received under $8. When full-time workers alone are considered, it is found that the largest groups had the following earnings:

	Per cent
$8 and under $10:	
Alabama	26.8
Mississippi	39.5
$10 and under $12, Kentucky	28.5
$12 and under $15:	
Arkansas	26.9
South Carolina	25.9
Tennessee	24.3

In each of these six States and in Oklahoma, although pay rolls were taken in different periods of industrial activity, from 94.2 to 70.4 per cent of the full-time workers earned under $15. In each of six other States the largest group of the women on full time received $15 and under $20 and in Delaware the largest group received at least $20. In Georgia, New Jersey, Missouri, and Ohio the largest groups, whether of full-time workers or of all, received $15 and under $20, but greater proportions of full-time than of all workers were thus paid.

[13] Rhode Island was the exception, the median for all women in the State being raised by a considerable number of overtime workers in rubber and electrical appliances. In the former industry nearly one-fourth of the women reported, in the latter nearly one-sixth, worked overtime, and their medians were respectively 38 and 22 per cent above those of full-time workers in the same industry in the State.

Undertime workers.

The earnings of women whose names were on the pay rolls gave no indication of the extent of unemployment at the time of study, but they did show that a very large proportion of the women in every State worked undertime, the tendency being toward a more marked degree of undertime in periods of depression than in normal periods.

In a special study of the employment and earnings of women and men in New York State factories, 1923–1925, the following statement of the irregularity of the employment of women appears: [14]

> * * * women are more irregularly employed in industry than men. This appears even in good times.
>
> * * * * * * *
>
> This study shows that women are much more likely to feel the effects of seasonal employment than men. In the type of seasonal industry where the whole force is subject to irregular employment, as in the clothing trades, women tend to get more of it than do the men. In the other type of seasonal work, like the candy factories, where a steady force is maintained throughout the year and extra workers hired for the peak of the busy season, these extra workers are almost entirely women. * * *
>
> Pay rolls show, even more than employment, the irregularity to which women workers are subject. The difference in earnings from dull to busy season is much greater for women than for men. Studies of overtime and part-time work made by the State department of labor indicate that overtime work among women is slight. The range of variation therefore must be due to lost time and can not be accounted for as extra earnings for overtime work.

The largest proportions of undertime workers found in States studied by the Women's Bureau were 62.8 per cent in South Carolina and 61.4 per cent in Atlanta; such workers formed 59.8 per cent in Alabama, 50 and under 55 per cent in Arkansas, Oklahoma, Missouri, and Mississippi, and 45 and under 50 per cent in Rhode Island, New Jersey, Georgia, and Kentucky. The smallest proportions of undertime workers were 44 per cent in Ohio and Tennessee and 43 per cent in Delaware.

The median of undertime workers fell below that of full-time workers by from 10 per cent in Rhode Island to 39 per cent in Delaware.

Most of the undertime workers in Georgia were in cotton mills, and their median was one-third below that of full-time workers and nearly one-fifth below that of all workers in the industry. In Delaware the largest numbers were in the men's shirt and the cigar industries. The summary following shows for each State the per cent difference in the numbers of undertime and of full-time workers and the proportional difference in the medians of the two groups.

State	Per cent by which number of undertime workers was above that of full-time workers	Per cent by which median of undertime workers was below that of full-time workers	State	Per cent by which number of undertime workers was above that of full-time workers	Per cent by which median of undertime workers was below that of full-time workers
Alabama	77.9	31.2	Missouri	24.2	22.6
Arkansas	10.8	32.5	New Jersey	[a] 3.1	19.7
Delaware	[a] 20.0	39.2	Ohio	[a] 4.3	25.5
Georgia:			Oklahoma	101.8	25.0
Atlanta	59.8	22.6	Rhode Island	25.7	10.1
Other places	[a] 11.8	34.5	South Carolina	70.3	33.4
Kentucky	8.6	25.0	Tennessee	13.0	28.0
Mississippi	37.6	29.2			

[a] In this case the number of undertime workers was below that of full-time workers.

[14] State of New York, Department of Labor, Special Bul. 143. June, 1926, p. 18.

This summary shows that the degree to which the medians of undertime workers fell below those of full-time workers bore no consistent relation to the proportion of difference in the numbers of undertime and of full-time workers. It ranged from 10.1 per cent in Rhode Island to 39 per cent in Delaware.

In the nine large industrial States and in Mississippi, from one-half to more than four-fifths of the women reported in each of the following industries worked undertime: [15]

Alabama	Four branches of the textile industry.
Georgia	Cotton, hosiery and knit goods.
Kentucky	Paper and paper products, wooden boxes and crates, shoes, tobacco, furniture.
Mississippi	Cotton, wooden boxes and crates.
Missouri	Bakeries, candy, electrical appliances, tobacco, shoes, three branches of the clothing industry.
New Jersey	Candy, electrical appliances, men's and women's clothing, hosiery and knit goods, rubber, metal.
Ohio	Glass, metal, rubber, tobacco.
Rhode Island	Rubber, paper and paper products.
South Carolina	Cotton, yarns and thread.
Tennessee	Candy, bakeries, hosiery and knit goods, paper and paper products, women's clothing.

Overtime workers.

The proportion of women who worked overtime ranged from 0.4 and 1.2 per cent, respectively, in South Carolina and Georgia, to 17.7 and 22.1 per cent, respectively, in Rhode Island and Oklahoma. In Rhode Island most of the overtime workers were in rubber, and in Oklahoma all were in glass factories.

As was to be expected, overtime workers usually earned higher amounts than did those on full time. The least differences in the medians for the two groups were in New Jersey and Alabama, in which overtime workers had a median 1.3 and 1.7 per cent, respectively, above that of full-time workers. The greatest difference was that of 43.6 per cent in Kentucky; the next that of 33.4 per cent in Rhode Island. As already stated, the industrial location of the large group in Rhode Island was rubber; nearly two-thirds of those in Kentucky were makers of men's clothing, who had a median 42.3 per cent above that of the full-time workers in the same industry.

In three other States, Tennessee, South Carolina, and Missouri, the median for overtime workers rose more than 14 per cent above that for women on full time. In South Carolina this was due to the earnings of overtime workers in cotton mills, in Tennessee to those in printing and in hosiery and knit goods, overtime workers in the latter having a median 28.1 per cent above that of full-time workers. In Missouri the situation arose from workers in shoe and tobacco factories, and especially from a few individual women with unusually high earnings in candy, overall, and paper factories. The case of Georgia was exceptional, the small group of overtime workers having a median below that of the women on full time. Most of these were in cotton mills and the women so employed had a median more than

[15] The median of earnings fell 10 per cent or more below the median of rates in the following: Paper in Kentucky and Tennessee; cotton in Mississippi, South Carolina, and Alabama; women's clothing in New Jersey and Tennessee; tobacco in Ohio; wooden boxes and crates in Kentucky; hosiery and knit goods in Alabama; and bakeries, men's clothing, men's shirts, and shoes in Missouri.

8 per cent below that of full-time workers in the same industry but nearly 9 per cent above that of all cotton workers.[16]

Full-time workers in the chief woman-employing industries reported.[17]

Variations between medians for all and for full-time workers sometimes were very great in the cases of particular industries, and of course this had a considerable influence upon the variation in payments in the State as a whole. The widest difference found was in tobacco in Ohio; 48.6 per cent of the women in the industry were full-time workers and these had a median 48.3 per cent above that of all workers. Cigars in South Carolina showed a difference nearly as great, the median of full-time workers rising 43.2 per cent above that of all women in the same industry.

In Missouri, surveyed at a time in 1922 before the entire recovery of industrial stability, rather wide differences between the medians of full-time and of all workers existed in six industries—shirt making, bakery products, men's clothing, tobacco, candy, and electrical appliances. In overalls, the undertime workers had a median more than 15 per cent above that of full-time workers, which may be explained by the high earnings of some pieceworkers. Tennessee and Kentucky were additional States in which rather wide variations between the medians of full-time and of all workers existed in several industries. In the former, the greatest difference came in bakery products and metal, and there were considerable differences in cotton, hosiery and knit goods, cigars, and tobacco. In Kentucky the greatest difference was for workers on wooden boxes, and there were appreciable differences in candy and furniture.

Considerable differences existed in Ohio in tobacco, cigars, metal, cordage and twine, and bakery products. Medians for full-time and for all workers in cotton mills differed widely in every State where found, except New Jersey.

Data are given in Table VII in regard to undertime, full time, and overtime in seven chief woman-employing industries, in each of which this information was reported for over 4,000 women. In cigar making, nearly two-thirds of all those studied were full-time workers; in hosiery and knit goods, shoes, electrical appliances, cotton, and metal, considerably less than one-half; and in rubber, where a fairly large proportion of overtime workers were found, only a little over one-fourth of all studied worked full time.

In cotton mills, cigar making, and rubber—except in Rhode Island, where there was a good deal of overtime in rubber—the medians of full-time workers differed least from those of all workers in the States in which the largest proportions of the women in the industry were on full time, most in the States having fewer on full time; but the same statement could not be made of workers in electrical appliances, shoes, metal, or hosiery and knit goods. The chart facing this page shows the differences between the medians of all and of full-time workers in the seven industries under consideration. A glance at this chart shows that, with few exceptions, greater differences existed in cotton and hosiery and knit wear than in the five other industries.[18]

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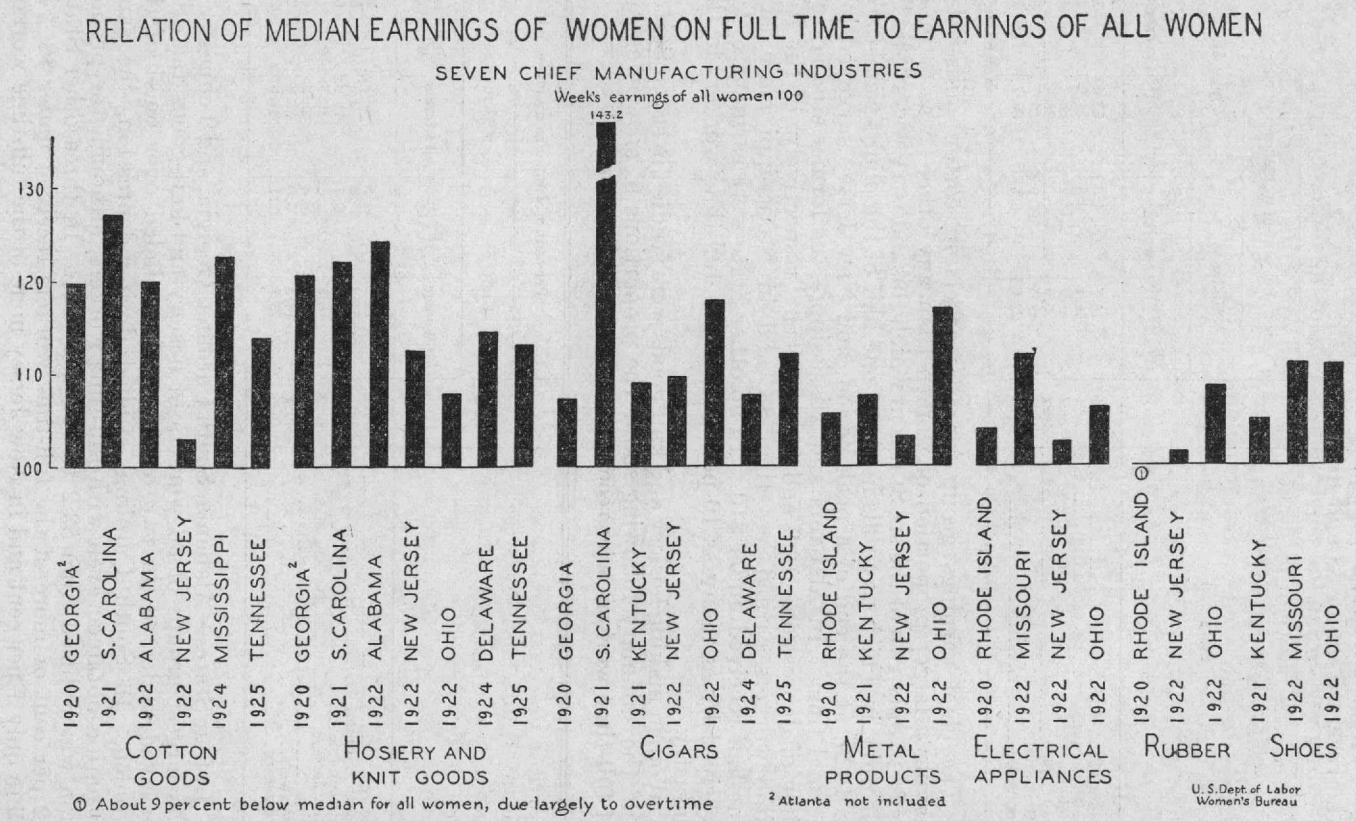
[16] Of the overtime workers in Georgia cotton mills, 26 per cent were pieceworkers.

[17] See footnote on p. 41 for explanation of a possible error in tabulation of full-time workers in cotton mills in two States due to incomplete character of data. In other chief industries any possible error is so slight as to be negligible.

[18] The exceptions are New Jersey, already mentioned as exceptional in textiles; Ohio, where the differences were comparatively great in cigars and metal; and one industry in South Carolina—cigars—in which there was an unusually great difference.



The summary following gives, for each of the six States in which cotton mills were found, the proportions of all and of full-time workers who received under $8 and under $10.

State	Year	Per cent of women receiving—			
		Under $8		Under $10	
		All workers	Full-time workers	All workers	Full-time workers
Georgia	1921	16.7	4.6	30.4	14.7
South Carolina	1921	34.4	9.8	54.9	25.8
Alabama	1922	41.3	13.9	66.2	40.9
New Jersey	1922	5.9	----------	16.4	----------
Mississippi	1924	48.5	27.9	69.7	53.9
Tennessee	1925	22.2	6.3	38.7	17.6

The chief earnings group for all workers in cotton mills—that having a larger proportion of women than any other—was as much as $8 in only two of the six States in which this industry was studied—Georgia, in which pay rolls in about one-half of the plants were taken in 1920, at the end of a peak period, and New Jersey surveyed in a normal time. In Alabama and Mississippi—the former studied in a time of depression—13.9 and 27.9 per cent, respectively, of the full-time workers earned less than $8, and in Mississippi more than one-half received under $10. In no other State were earnings so low received by as many as 10 per cent of the full-time workers in this industry.

Women making hosiery and knit goods were studied in seven States, and the summary following shows the proportions of all women and of full-time workers who received under $8 and under $10.

State	Year	Per cent of women receiving—			
		Under $8		Under $10	
		All women	Full-time workers	All women	Full-time workers
Georgia	1921	28.1	14.8	41.1	21.3
South Carolina	1921	53.2	38.9	72.5	59.3
Alabama	1922	59.6	29.7	79.9	61.9
New Jersey	1922	6.5	----------	13.5	----------
Ohio	1922	12.2	.6	23.2	1.0
Delaware	1924	14.5	5.0	33.9	20.0
Tennessee	1925	25.8	12.1	41.0	25.3

In four States—Alabama, South Carolina, Georgia, and Tennessee—the largest groups of all workers in hosiery-and-knit-goods factories received under $8; in two of these this included over one-half the women. In South Carolina, studied during depression, the same situation obtained even with full-time workers, although the proportion was reduced from 53.2 to 38.9 per cent. In three other States 12 per cent or more of the full-time workers received under $8. In Ohio only 1 per cent and in New Jersey none of the full-time workers had earnings under $10.

In four of five States that had the two industries reported, larger proportions of the full-time workers in hosiery and knit goods than of those in cotton earned less than $8; in three of these States the difference was more than 10 per cent.

The data on full-time earnings in the other five chief industries—those from which over 4,000 women were reported—may be summarized as follows:

Industry	Per cent of women who were on full time	Per cent by which median of full-time workers was above that of all workers	Per cent of women who earned—			
			Under $8		$20 and over	
			All workers	Full-time workers	All workers	Full-time workers
Metal products	37.6 to 69.1	3.1 to 17.0	2.7 to 11.9	0.0 to 1.1	0.0 to 36.4	0.0 to 48.6
Electrical appliances	16.9 to 49.8	2.4 to 12.0	3.7 to 5.3	None.	11.0 to 31.1	7.8 to 37.3
Cigars	56.8 to 79.5	7.6 to 43.2	6.2 to 40.8	1.0 to 28.5	.2 to 28.3	.3 to 43.3
Rubber products	23.7 to 32.1	[1] 8.9 to 8.6	1.9 to 10.0	None.	14.2 to 55.4	8.1 to 41.7
Shoes	33.9 to 51.3	4.8 to 11.0	8.9 to 22.8	1.2 to 11.1	7.2 to 28.1	7.6 to 34.2

[1] In this case the median was 8.9 per cent below that of all workers.

Fewer than 4,000 women were reported in each branch of the clothing industry, but unpublished data make the following showing as to the proportion of women who worked full time and that of all workers and of full-time workers who received under $10.

Industry	Number of States reported	Per cent of all women reported who were on full time	Per cent of women who earned under $10	
			All workers	Full-time workers
Men's clothing	5	28.1 to 66.5	5.6 to 33.9	1.0 to 26.1
Overalls	4	0.0 to 72.0	18.8 to 50.0	2.8 to 28.4
Men's shirts	6	8.0 to 85.2	10.8 to 65.9	.0 to 27.3
Women's clothing	3	41.4 to 49.3	11.3 to 55.5	5.2 to 42.3

Summary.

The percentage of full-time workers ranged from 25.8 in Oklahoma to 51.3 in Tennessee, 52.5 in Georgia, and 54.7 in Delaware, tending to be greater in States studied in normal periods than in those studied in times of depression. Full-time workers, as would be expected, usually had median earnings higher than those of all workers, the range of difference being, with one exception, from 9.5 to 26.7 per cent; and higher payments were received by larger proportions of full-time than of all workers. However, the degree of difference between the medians of full-time and of all workers in a State bore no consistent relation to the proportion of workers who were on full time, and if the States be arranged in the order from high to low medians, the State order is much the same for full-time as for all workers, regardless of the proportion on full time. While the full-time figure may be considered the most representative of the best payments usual in a State or in an industry, in 10 of the 13 States less than one-half the women were working full time and this included 5 of the 7 States that were studied at times of comparatively normal business conditions.

If full-time workers in the chief industries be considered, it is found that in the following cases less than 50 per cent of the women worked full time: In electrical appliances and rubber in every State reported; in hosiery and knit goods in six of the seven States; in cotton in four of the six; in shoes in two of the three; and in metal in five of the six. Well over one-half of the women in cigar factories in every State were full-time workers.

The difference between medians for all and for full-time workers was especially great in tobacco in Ohio, in cigar making in South Carolina, and in several industries in Missouri, Tennessee, and Kentucky. The median earnings of full-time workers rose above those of all workers by from 3 to 27 per cent in cotton, by from 8 to 24 per cent in hosiery and knit goods, by from 7 to 43 per cent in cigars, by from 2 to 12 per cent in electrical appliances, by from 3 to 17 per cent in metal products, by from 4 to 11 per cent in shoes, and by 1 and 8 per cent (in two States) in rubber.

In cotton mills, over one-fourth of the full-time workers in Mississippi earned under $8; over one-fourth of those in South Carolina, over two-fifths of those in Alabama, and about one-sixth of those in Georgia and Tennessee earned under $10. In hosiery and knit goods, over one-fourth of the full-time workers in Alabama and over one-third of those in South Carolina earned under $8; over one-fourth of those in Tennessee and about one-fifth of those in Delaware and Georgia earned under $10. Full-time workers in the metal, the electrical-appliance, and the rubber industries were very much better paid than were those in cotton and in hosiery and knit goods, although the proportions of these women who worked full time often were not so large. In the shoe industry, from 1.2 per cent of the full-time workers in Missouri to 11.1 per cent of those in Kentucky earned under $8. In cigar making, well over one-fourth of the full-time workers in Kentucky and almost one-fourth of those in Tennessee received less than $8. Eight per cent of those in South Carolina but less than 5 per cent in each of the other four States reported earned under $8.

A very large proportion of women in every State worked undertime—from 43.8 per cent in Delaware to 62.8 per cent in South Carolina. In 8 of the 13 States the proportion of undertime workers exceeded that of full-time workers. The medians of undertime workers fell below those of full-time workers by from 10 per cent in Rhode Island to 39 per cent in Delaware. Most of those in Georgia were in cotton manufacturing, in Delaware in men's shirt and cigar making. In the nine industrially important States, more than one-half the women reported in certain industries were undertime workers, as follows: In paper and paper products, clothing industries, tobacco, candy, and rubber, in three States each; in bakeries, electrical appliances, and textiles in two States each; and in shoes, wooden boxes and crates, furniture, glass, and metal products in one State each.

The proportion of overtime workers ranged from less than 1 per cent in South Carolina to 22 per cent in Oklahoma, all in the latter being in glass factories. In Rhode Island and Kentucky the medians for overtime workers rose 33 per cent and 43 per cent, respectively, above those of full-time workers, the greatest differences in any State. In the former most of the overtime was in rubber, in the latter it was in men's clothing. In South Carolina, Tennessee, and Missouri, medians for overtime workers showed a considerable rise above those for all workers,

a situation due in South Carolina to women in cotton mills, in Tennessee to those in printing and hosiery and knit goods, and in Missouri to those in shoe, tobacco, and electrical-appliance factories, with a few individual workers in other industries affecting the totals. Overtime workers in Georgia, most of whom were in cotton mills, had a median 6.7 per cent below that of full-time workers in the State.

EARNINGS AND HOURS WORKED

To the woman who must live on her earnings, obviously the amount received is of great importance. Furthermore, it is of the utmost significance, both to the worker and to industry, whether the sum earned is the result of 48 or of more than 60 hours of labor during the week. It is of vital concern to society whether the amounts necessary for the subsistence of women can be assured by hours of work that are reasonable and consistent with health, or whether they can be secured only by hours that sap or destroy the physical stamina. Earnings do not necessarily vary in direct proportion to the number of hours worked. In any one establishment they are likely to do so for timeworkers but not for pieceworkers. For the latter, wide variations are usual even among those in any one firm who work for the same length of time.

Usually it is difficult or impossible to get satisfactory data in regard to pieceworkers, since such a record is of no importance to the firm in making up the pay roll and therefore is not kept. For timeworkers, whose pay is based directly upon the number of hours worked, exact records ordinarily are obtainable, but such data are not available for all timeworkers. While these facts cause the number included in a study of hours to be less than the total number of employees, the validity of the figures is in no way impaired and those taken may be considered representative of the whole group of timeworkers.

Earnings and hours in the various States.

Table VIII in the appendix shows for the nine industrial States the number of white women in all manufacturing industries combined who had worked for the scheduled hours most common in the State, and the per cent of these who had received payments within various ranges. In the tabulation of earnings by hours worked, only full-time workers are included, since their hours and earnings are those that show the normal relationship of these two factors. From this table, and from unpublished data from which it is abstracted, analysis may be made of the earnings and hours of the largest numbers of women in each State. For the largest group of women in each State the hours scheduled were as follows:

State	Hours scheduled for largest group of women	Per cent of women having hours specified	State	Hours scheduled for largest group of women	Per cent of women having hours specified
Alabama	55, under 60 [1]	77.7	Ohio	Over 48, under 52	69.6
Georgia	55, under 60	55.4	Rhode Island	48 [1]	61.7
Kentucky	Over 48, under 52 [2]	38.3	South Carolina	55, under 60	87.3
Missouri	Over 48, under 52	46.9	Tennessee	55, under 60 [4]	51.2
New Jersey	Under 48 [3]	34.9			

[1] All others had a longer schedule.
[2] Nearly as many had a longer schedule.
[3] About one-fourth of all the women had schedules in each of two longer periods.
[4] About one-fourth of all the women had a schedule of 52 and under 55 hours.

The earnings of the largest proportions of the women within these hour groups—the most representative in each State—are shown in the following summary:

Earnings	Under 48 hours		48 hours		Over 48 and under 52 hours		55 and under 60 hours	
	State	Per cent of women	State	Per cent of women	State	Per cent of women	State	Per cent of women
$8 and under $10							Alabama	27.8
$10 and under $12					Kentucky	35.4		
$12 and under $15					Missouri	[1] 28.9	Tennessee	26.3
							South Carolina	27.0
$15 and under $20	New Jersey	45.4	Rhode Island	41.4	Ohio	31.4	Georgia	36.8

[1] Followed closely by 27.6 per cent earning $15 and under $20.

In every State but one [19] the largest group of women without regard to hours worked had the earnings opposite which the State appears in the foregoing summary. Therefore, the interesting thing to note is the variation in hour schedules in the different States in relation to the different standards of earnings prevailing.

In five of the nine States included in Table VIII, a larger proportion of the women earned $20 or over in the group having the shortest hour schedule included than in any group having longer hours; in six States a larger proportion of the women earned $15 and under $20 in the group having the shortest schedule than in any other group.[20] In six States less than $8 was received by larger proportions of the women having the longest schedules reported than of those having shorter hours.

Reports from eight States included a sufficient number of women receiving $15 or over in each of two or more hour groups to make a fairly typical picture of the progression of earnings that appears usual with a shortening of hours.[21] The accompanying chart shows the proportions of the women working on each hour schedule in these States who had these higher earnings.

The facts stated in the foregoing indicate a tendency that appears to be quite usual—for the higher earnings to be received more frequently where reasonably short hours prevail, and for excessively long schedules to be accompanied by low pay.

Earnings and hours in the chief woman-employing industries reported.

Earnings in relation to hours in the chief woman-employing industries reported in the manufacturing group may be considered from Table IX in the appendix, which shows for each of these industries, in every State in which it was found, the two hour-schedules most common and the chief scales of earnings of the women within such hour ranges. The data in Table IX are summarized on p. 54.

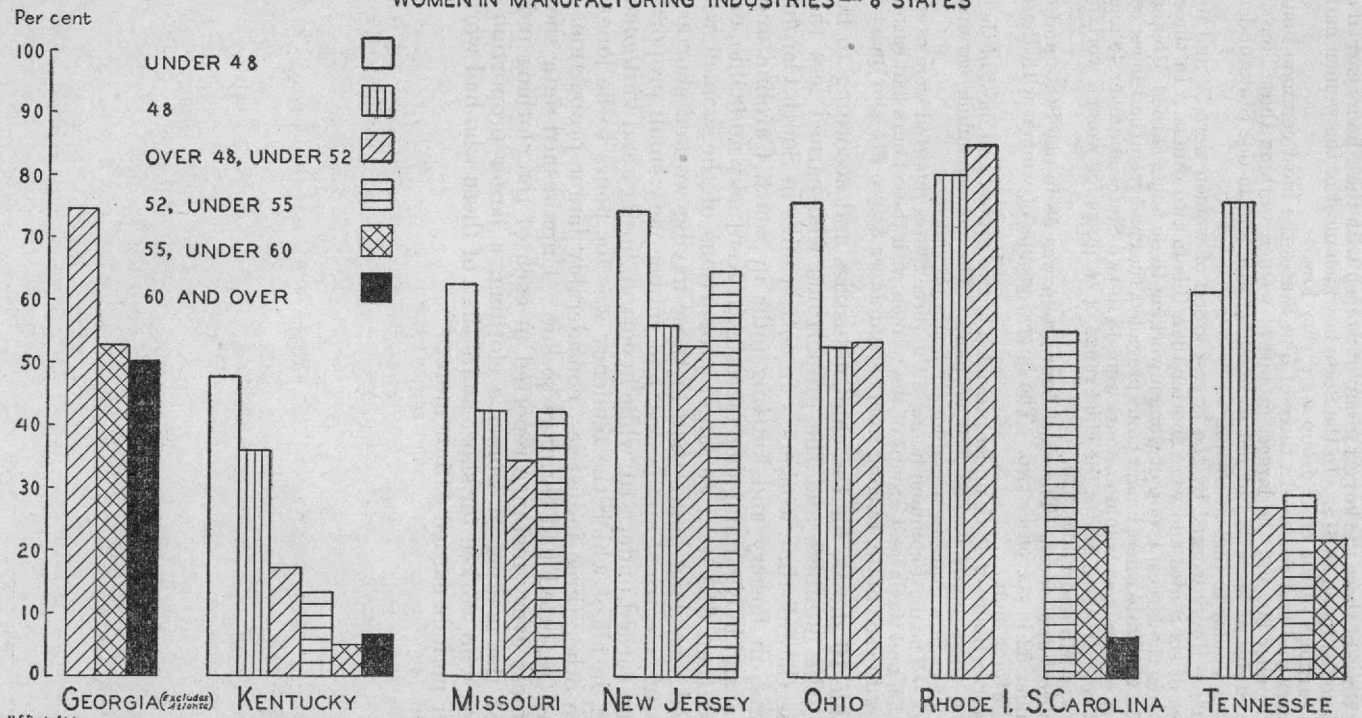
[19] The exception is Missouri, where—if hours be left out of consideration—somewhat more women earned $15 and under $20 than earned $12 and under $15.

[20] The largest proportions of the women reported as receiving $15 or over had hour schedules as follows: Under 48 hours in Kentucky, New Jersey, Ohio, and Missouri; 48 hours in Tennessee; over 48 and under 52 hours in Georgia and Rhode Island; and 52 and under 55 hours in South Carolina. In every case no group of women having longer schedules contained so large a proportion earning $15 or more.

[21] In each hour group included there were 109 or more women earning $15 or over.

PER CENT OF FULL-TIME WORKERS WITH SPECIFIED HOUR SCHEDULES WHO EARNED $15 OR MORE

WOMEN IN MANUFACTURING INDUSTRIES — 8 STATES



U.S. Dept. of Labor Women's Bureau

Hour groups containing fewer than 100 women omitted

Cotton.—In four out of six States the most common hours were 55 and under 60, and in three of these the largest group of women with these hours earned at least $8 but not so much as $15. In the State in which most of the women had longer hours, earnings of the chief group were very low.

Hosiery and knit goods.—In three of four States the most common hours were 55 and under 60, and the largest groups of women working these hours earned in two States at least $8 but not so much as $15, and in one State under $8—a situation similar to that in cotton.

Cigars.—Hours worked by the largest group of women were 52 and under 55 in three of six States and were shorter than this in two others. In three of the five States the largest group of women working these hours earned $15 and under $20. In the State where longer hours prevailed, the chief group had lower earnings.

Metal.—The most common hours were 48 in two States and over 48 and under 52 in two. In three States the chief range of earnings for women working these hours was $15 and under $20.

Electrical appliances.—The chief hour group was 48 in one State and over 48 and under 52 in the other two. The largest groups of women with these hours earned $15 or more.

Rubber.—Hours of 48 or under prevailed in two States, and most of the women working these hours earned $20 or more. The corresponding earnings were much lower in a State in which longer hours prevailed.

Shoes.—The most common hours in the three States reported were over 48 and under 52, and the largest groups of the women with these hours had earnings differing with each State, ranging from $8 and under $10 to $15 and under $20.

Table 10 shows, for the chief industries and according to hours of work, the numbers and the proportions who earned less than $10 among the full-time workers. In cotton mills in South Carolina and Georgia, in hosiery and knitting mills in South Carolina and Tennessee, and in cigar and shoe factories in Kentucky and Ohio, earnings of less than $10 went to larger proportions of the women who had worked very long hours than of those having worked shorter hours. In metal, electrical appliances, and rubber very small proportions of women earned under $10, while in cotton, hosiery and knit goods, and cigars, in all of which the tendency was for hours to be longer than in the other three industries, considerably larger proportions of the women reported had earnings so low. Unpublished data show that in almost every instance reported in each of the clothing industries except the making of women's clothing, a larger proportion of the women who worked for short hours than of those who had worked for longer periods earned $15 or more.

TABLE 10.—*White women full-time workers in the chief woman-employing industries who had worked the hours specified and who earned less than $10, by industry and State*

Industry and State	Number of women whose hours were reported [1]	Per cent earning under $10	Women with hours as specified who earned less than $10											
			Under 48 hours		48 hours		Over 48 hours and under 52 hours		52 and under 55 hours		55 and under 60 hours		60 hours and over	
			Number	Per cent [2]	Number	Per cent [2]	Number	Per cent [2]	Number	Per cent [2]	Number	Per cent [2]	Number	Per cent [2]
Cotton goods:														
Alabama	452	40.9					4	(3)			171	42.0	10	24.4
Georgia [4]	875	14.7									89	13.4	40	18.8
Mississippi	219	53.9									23	57.5	95	53.1
New Jersey	407													
South Carolina	2,034	25.8	1	(3)							507	25.6	17	34.7
Tennessee	621	17.6							16	18.6	93	17.4		
Hosiery and knit goods:														
Alabama	118	61.9							18	54.5	40	80.0	15	44.1
Ohio	308	1.0					3	1.0						
South Carolina	113	59.3							2	(3)	33	45.8	32	100.0
Tennessee	2,112	25.3					18	21.4	183	22.6	334	27.4		
Cigars:														
Georgia [4]	105	4.8					2	2.1	3	(3)				
Kentucky	302	40.7	6	8.8					53	32.1	64	95.5		
New Jersey	736	4.3	9	25.0			10	6.5	8	1.6			5	16.1
Ohio	1,363	11.4	5	9.6			151	11.5						
South Carolina	172	23.3	23	36.5					17	15.6				
Tennessee	340	51.8									176	51.9		
Metal products:														
Kentucky	123	4.9					5	5.9			1	(3)		
New Jersey	812	4.4			24	5.6	11	3.7	1	(3)				
Ohio	1,021	2.4	2	.7			23	4.0						
Rhode Island	479													
Electrical appliances:														
New Jersey	819													
Ohio	815	.5					4	.5						
Rhode Island	370													
Rubber products:														
New Jersey	148	2.7							4	6.2				
Ohio	537													
Rhode Island	571	.5			3	.5								
Shoes:														
Kentucky	144	36.8					40	32.0			13	72.2		
Missouri	923	14.7			9	2.8	104	31.0	23	8.6				
Ohio	774	7.2	5	6.4			51	7.8						

[1] Only those cases are included in which 100 or more women had hours reported. While the base sometimes is small for the computation of per cents, data on this subject are so important and so meager as to warrant the detail in this case.
[2] Per cents are based on the total number of women within each hour group. [3] Not computed, owing to the small number involved. [4] Exclusive of Atlanta.

Summary.

Earnings in Rhode Island were fairly uniform regardless of hours worked. The largest proportions of the women receiving $15 or over had the shorter schedules of under 48 hours in Missouri, Kentucky, New Jersey, and Ohio and of 48 hours in Tennessee; the largest proportions of the women who were paid $15 or more worked for the longer periods of over 48 and under 52 hours in Georgia and Rhode Island, of 52 and under 55 hours in South Carolina, and of 60 hours and over in Alabama. In several of the nine States, earnings in the highest range were received by smaller proportions of the women having the longest hour schedules than of those having any schedule shorter.

As regards specific industries, the most common hours in cotton and in knit goods were 55 and under 60, the next being 60 and over. In Mississippi more women had the longer than had the shorter hours, and in Ohio and New Jersey the most common hours were under 52. Of the women with hours of 55 and under 60 or 60 and over in cotton mills in Georgia and South Carolina, it is apparent from Appendix Table IX that the groups working the longer hours received the same amounts as those working the shorter hours. In Tennessee and New Jersey they received lower amounts for longer hours of work than for shorter. In the corresponding groups in hosiery and knit goods, those working the shorter hours received the higher amounts in South Carolina and in Tennessee. In Alabama, the workers in both industries received higher pay for longer hours of work.

Among the groups in cigar making, higher pay accompanied the shorter hours in Georgia, Kentucky, and Ohio, but not in New Jersey and South Carolina. On the whole, this industry had shorter hours and better pay than had the textiles included.

Hours generally were shorter, though in some cases the same, in the metal, the electrical-appliance, and the rubber industries than in textiles or cigars. Pay usually was better in the former group.

Considering the more significant hour groups, as shown in Table IX, it is apparent that the longer hours had somewhat higher earnings than had the shorter hours in metal products in Rhode Island and electrical products in Ohio, but that the opposite is true of electrical products in New Jersey and the rubber industry in Rhode Island, New Jersey, and Ohio. In the two States last named, earnings were the same in the two hour groups in the metal industry.

The most common hours in shoes in three States reported were over 48 and under 52, and the largest group of women having these hours had different earnings in each State, ranging from $8 and under $10 to $15 and under $20.

EARNINGS OF TIMEWORKERS, PIECEWORKERS, AND WORKERS ON BOTH TIME AND PIECE

There are two prevailing systems of payment for labor. Under the first or timework basis, earnings depend entirely on time worked, with a daily, hourly, or weekly rate. Under the second or piecework basis, earnings are regulated by output, or the amount the worker

produces. If pieceworkers work full time they are likely to receive somewhat larger payments than timeworkers, but they are more subject to reductions on account of circumstances beyond their control, such as delays in the arrival of work, retardation on account of a poor run of material, or breakdowns of machinery; hence they need, as a rule, to be quite experienced before they can earn more than do timeworkers in the same occupation. The receipts of a relatively small proportion of women are based on a combination of the two systems, which occurs when women are shifted from one occupation to another and receive part of their pay for timework, part for output. Workers representative of all these systems of payment were found in the States studied. Table X in the appendix shows the number, per cent, and median earnings of timeworkers, of pieceworkers, and of the comparatively few workers on both time and piece in manufacturing industries in the States studied.

In the consideration of the earnings of all women, without regard to system of payment, careful account had to be taken of fluctuations in industrial prosperity. This is somewhat less necessary in a comparison of the relative proportions and the relative earnings of timeworkers and pieceworkers than in some other parts of the study, since these are more definitely affected by the organization and types of occupation within the industries than by business fluctuations.[22] For the most part, Arkansas and Oklahoma will be omitted from the discussion of timeworkers and pieceworkers, since they had so few women reported in manufacturing. Mississippi and Delaware will be included, as most of the women that reported were in cotton mills and cigar making, two industries that are of importance in a discussion of timework and piecework.

Full data on earnings in relation to occupation are not available in the material secured. Therefore the discussion can consider only the relative earnings of timeworkers and pieceworkers, and complete explanations of the causes of these can not be given. However, as the discussion proceeds it must always be remembered that differences in the earnings of timeworkers and pieceworkers frequently are the result of very decided differences in the exact occupations upon which workers under the two systems are engaged.

Earnings of timeworkers and pieceworkers in the various States.

With but one exception in the 13 States, the median for timeworkers always was below, that for pieceworkers always was above, the median for all women in the State who reported as to timework and piecework. The medians for timeworkers fell below those for all women reported by from 1.3 per cent in Alabama to 22.2 per cent in Delaware; and the medians of pieceworkers rose above those of all women reported by from 0.6 per cent in Alabama to 16.3 per cent in Atlanta. The following summary, which gives in ascending order the proportions of pieceworkers in the various States and shows how much their medians exceeded those of timeworkers, makes it clear that no positive correlation was found between the proportion of pieceworkers in a State and the degree to which the median of their earnings rose above that of timeworkers.

[22] For further confirmation of this statement, see Part VI.

State	Per cent of piece-workers	Per cent by which median was above that of time-workers	State	Per cent of piece-workers	Per cent by which median was above that of time-workers
Arkansas	16.7	[1] 7.6	Georgia	62.0	11.8
Oklahoma	22.4	6.3	Mississippi	64.4	13.7
Kentucky	43.6	7.0	South Carolina	75.6	8.0
Missouri	54.9	5.7	Tennessee	76.2	5.2
Ohio	57.1	29.1	Alabama	80.3	1.9
New Jersey	57.7	23.4	Delaware	82.1	37.8
Rhode Island	61.5	33.2			

[1] In this case the pieceworkers' median was below that of timeworkers.

While the medians of pieceworkers rose above those of timeworkers large numbers of women on piecework in a State did not mean relatively high earnings. In the three States having the lowest medians, from 64.4 to 80.3 per cent of the women were pieceworkers, while in the States having the highest medians the per cents on piecework were from 57.1 to 61.5.

In Alabama, Georgia, Kentucky, and South Carolina the median earnings of time-and-piece workers were below those of all women whose system of payment was reported, and therefore they must either have lost much time or have been in little-skilled or low-paid industries or occupations. Most of these workers were employed in some branch of the textile industry; in Kentucky over one-fifth were in metal.

The textile industries in most of these cases had medians below those of the State as a whole and ordinarily had considerably higher medians for piecework than for timework. In most of them the workers on both time and piece earned less than did the straight pieceworkers. In six States and in Atlanta the medians for the workers who were on both time and piece were above those for all women reported. These workers were found in many types of manufacturing, and in most of the industries in which they were engaged the median for pieceworkers or that for workers on both time and piece was above that for timeworkers; often that for time-and-piece workers was above that for all in the industry, so that they must have been the steadier and more highly skilled women.

Earnings of timeworkers and pieceworkers in the chief woman-employing industries reported.

In seven chief woman-employing industries in each of which more than 4,000 women were reported, the piecework system was markedly predominant. In cotton, hosiery and knit goods, and cigars 60 per cent or more of the women in every State were pieceworkers; in every State in rubber and shoes, in two States in electrical appliances, and in one State in metal, over one-half were pieceworkers. If the total numbers reported in each industry be taken, regardless of State lines, almost 90 per cent of the cigar makers, over 80 per cent of the women in hosiery and knit-goods mills, and about 70 per cent of those in cotton and rubber factories were pieceworkers, as were over 55 per cent of the women in shoe factories and over 70 per cent of those in all clothing industries taken together. The women in metal and elec-

trical appliances were more nearly equally divided between the time and the piece system.

The great prevalence of piecework in the important woman-employing industries—and the proportions on piecework often appear greatest in those industries that have longest employed many women—is very significant when considered in connection with the frequent low earnings of women, the physical strain likely to occur under piecework, and the possibility that the system may entail considerable loss of labor return both to the plant and to the individual.

From among much testimony to the danger of injury to health, that of Dr. Louis I. Harris, formerly health commissioner of New York City, may be cited:

> With the monotonous occupations, or with the speeding-up process, piecework, or any other industrial condition creating tenseness or anxiety, there are nervous reactions which, long enough continued, impair or destroy mental health and nervous stability.[23]

While this statement was made especially in reference to the work of children, its dicta apply also to other laborers under the conditions mentioned.

The weaknesses of the ordinary piecework system from the viewpoint of management were well summarized by H. K. Hathaway, consulting engineer, New York, in an address before the Japanese National Management Association in session at Tokyo in March, 1929. Among these he included the inflexibility as to efficiency and experience of the workers; the lack of full utilization of plant facilities, since piecework lends itself to considerable absence and tardiness; and the indirect additions to labor cost incident to a system under which the production efficiency may vary from 100 to 35 or 40 per cent with the average of efficiency only around 60 and 70 per cent of full capacity.[24]

While the existing data on its full effects are incomplete, it is safe to say that even when piecework appears to put somewhat more money into the pay envelope, this may tend to be an illusion created by a system under which entirely too low a rate has been fixed for timework, and the relatively higher piecework earnings may be very inadequate when weighed in the balance with the added strain upon the individuals who may the more quickly break down under the system.

Table 11 shows the relation of the earnings of pieceworkers to those of timeworkers in the seven chief woman-employing manufacturing industries and the relation of the earnings of each to those of all women in manufacturing in the same State.

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[23] National Child Labor Committee. The Doctor Looks at Child Labor. New York, 1929, p. 16.
[24] Bulletin of the Taylor Society, October, 1929, p. 198.

TABLE 11.—*Relation of the earnings of timeworkers and pieceworkers, in the seven chief woman-employing manufacturing industries reported, to each other and to all such workers in manufacturing, by industry—white women*

Industry	Number of States	Women in industry specified—relation of median to that of all women in manufacturing in the same State			Timeworkers in industry specified—relation of median to that of all timeworkers in manufacturing in the same State			Pieceworkers in industry specified: Relation of median to that of all pieceworkers in manufacturing in the same State			Pieceworkers in industry specified: Relation of median to that of timeworkers in the industry in the same State		
		Relation	Number of States	Range of per cent difference	Relation	Number of States	Range of per cent difference	Relation	Number of States	Range of per cent difference	Relation	Number of States	Range of per cent difference
Cotton goods	6	Below	4	0.9 to 18.5	Below	6	0.3 to 13.3	Below	3	0.4 to 6.9			
		Above	2	0.7 and 2.8				Above	2	1.2 and 5.3	Above	6	7.1 to 32.4.
Hosiery and knit goods	7	Below	5	12.5 to 19.5	Below	4	3.9 to 18.4	Below	7	1.4 to 20.8	Below	2	2.9 and 6.2.
		Above	2	0.5 and 6.1	Above	3	5.7 to 19.3				Above	5	0.4 to 26.5.
Cigars	[1] 7	Below	1	21.1	Below	3	10.3 to 38.4	Below	2	6.0 and 22.3			
		Above	6	2.1 to 24.5	Above	1	4.1	Above	4	2.7 to 24.0	Above	4	16.5 to 90.5.
Metal products	5	Below	3	2.8 to 11.7	Below	2	6.0 and 8.6	Below	3	7.3 to 14.8			
		Above	2	13.3 and 29.0	Above	3	3.5 to 32.8	Above	2	30.4 and 38.6	Above	5	5.8 to 32.5.
Electrical appliances	4	Below	1	8.7	Below	1	11.8	Below	1	13.5			
		Above	3	3.3 to 29.2	Above	3	4.4 to 28.4	Above	3	4.8 to 28.8	Above	4	6.0 to 30.6.
Rubber products	3	Below	1	3.0	Below	1	4.0	Below	1	2.1			
		Above	2	9.2 and 18.1	Above	2	5.9 and 8.4	Above	2	8.8 and 12.1	Above	3	25.9 to 36.9.
Shoes	3	Below	1	1.1	Below	2	6.8 and 12.6						
		Above	2	3.9 and 6.9	Above	1	6.7	Above	3	8.0 to 13.3	Above	3	28.6 to 37.6.

[1] In some States numbers in cigars were too small for the computation of medians.

Except for two cases in hosiery and knit wear, medians for the pieceworkers in the seven industries were above those for timeworkers—very considerably above in one or more States in every industry and in every State in cigars, rubber, and shoes. However, even the somewhat better earnings for work on a piece basis did not bring cotton or hosiery and knit wear into line with other industries in payments to workers. When median earnings of women in cotton mills were compared with those of all women in manufacturing in a State, ordinarily they were found to be lower, and the same was true if the median earnings of timeworkers or of pieceworkers in this industry were compared with those of all timeworkers or of all pieceworkers in the State, despite the fact that pieceworkers earned from 7.1 to 32.4 per cent more than timeworkers.

The same situation obtained for workers in hosiery and knit goods, although the range of difference between the earnings of timeworkers and those of pieceworkers in this industry was somewhat less than in cotton.

In cigar making the range of difference in the earnings of timeworkers and of pieceworkers was very wide, the latter receiving from 16.5 to 90.5 per cent more than the former. The median for pieceworkers in cigars was above that for all pieceworkers in each of the four States in which there were workers in numbers large enough to compute a median, although in three of these the median for timeworkers in the industry was from 10.3 to 38.4 per cent below that for all timeworkers in the State. Great irregularities of earnings appeared in this industry, which employed such large proportions of pieceworkers.

While the data on timework and piecework showed no consistent relation between the proportion of workers in an industry who were on a piece basis and the degree to which their earnings rose above those of women paid by time, they did give indication that the comparatively high payments to the pieceworkers in an industry often went to but a small proportion of the women. The two States that had the smallest proportions of pieceworkers in knit goods and in cigars were those that had the greatest difference between the medians of timeworkers and those of pieceworkers in these industries, and the two States having the smallest proportions of pieceworkers in cotton were two of the three having the greatest differences between their medians and those of timeworkers.

Earnings of full-time workers on time and on piece in the various States.

Up to this point the discussion of timeworkers and pieceworkers has included all the women for whom the basis of work was reported, whether or not they were on full time. Table XII in the appendix shows for manufacturing industries in 11 States, so far as could be ascertained, the proportions of the women in each State who were full-time workers and the proportions of these who were on timework and on piecework, with the median earnings of each class. The same situation found for all workers obtained for full-time workers—that the median of earnings of timeworkers usually was below, that of pieceworkers usually was above, the median for the total number of women.

In every State but Kentucky, pieceworkers were found to be well in the majority among all the women reported, and the same was true among full-time workers in all States but Georgia, Kentucky, Missouri, and Rhode Island.[25] However, the proportion of timeworkers was noticeably larger among full-time than among all workers—by at least 1 per cent in every State and by from 14 to nearly 20 per cent in three States. This gives indication that relatively fewer of the women on the piece system than of those on a time basis worked full time.[26]

Despite the fact that the proportion of pieceworkers usually was smaller among full-time than among all workers, the figures in

EARNINGS DISTRIBUTION OF FULL-TIME WORKERS ON TIMEWORK AND ON PIECEWORK

WOMEN IN MANUFACTURING INDUSTRIES— 11 STATES

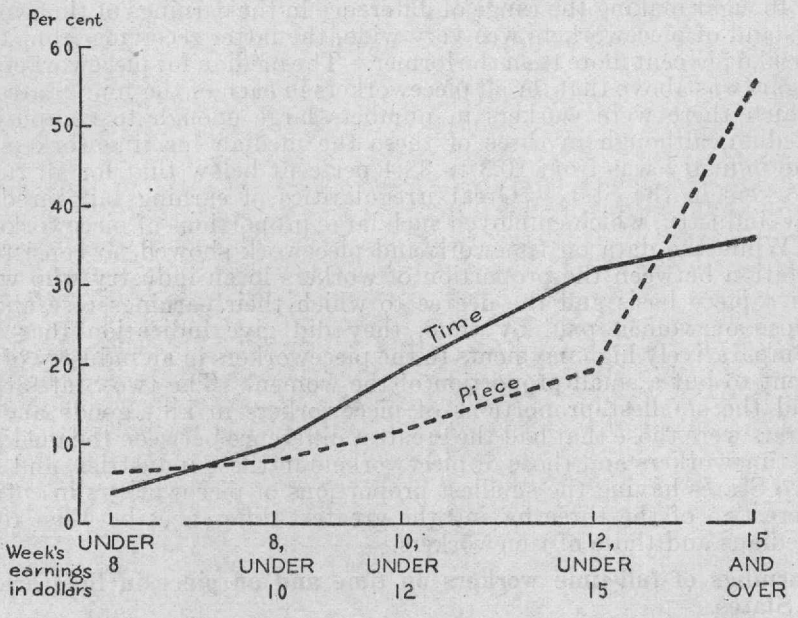


Table XII indicate that this smaller group was better rewarded for full-time work than was the group of timeworkers. In eight States the median of the earnings of pieceworkers rose above that of timeworkers to a greater degree among full-time than among all workers. In the same eight States the median for full-time pieceworkers rose above that for all pieceworkers to a greater degree than the median for full-time timeworkers rose above that of all timeworkers.

[25] In Rhode Island, timeworkers formed a considerably greater proportion of full-time than of all workers in rubber and in paper and paper products.

[26] The explanation may be partly in the difficulty of obtaining full information on time worked for pieceworkers. The records usually show whether or not the worker was present on the required number of days but not whether she was present for the whole of each day. However, the same system of reporting was used for some of the timeworkers, and there are two indications that any error in computing median earnings that might have occurred because of the use of such partial reports for pieceworkers (all that were available from the records kept by the plants) is negligible: (1) the reduced number of pieceworkers in the data on full time and (2) the special increase their earnings showed over those of timeworkers.

The earnings distribution of full-time timeworkers and pieceworkers in all manufacturing and in seven chief woman-employing industries is shown in Table XI in the appendix. In seven States more pieceworkers than timeworkers earned under $8, but the greatest difference in the proportions was only about 5 per cent. The greatest difference in the proportions of workers under the two systems came in the higher earnings range of $15 and over, in which a larger proportion of pieceworkers than of timeworkers was found in every State, the difference being over 20 per cent in each of five States.

The foregoing chart gives a graphic representation of the full-time workers on time and on piece in all the manufacturing industries in 11 States taken together. A much larger proportion of pieceworkers than of timeworkers earned $15 or over, a slightly larger proportion of pieceworkers earned under $8, and from about 2 per cent to nearly 13 per cent more timeworkers had earnings in each of the three other earnings groups. This distribution may be thus expressed: Of every 10 timeworkers, more than 3 earned $15 or more; about 3, $12 and under $15; nearly 2, $10 and under $12; about 1, $8 and under $10; and less than 1 earned under $8. Of every 10 pieceworkers, more than 5 earned $15 or over; nearly 2, $12 and under $15; about 1, $10 and under $12; and less than 1 was in each of the other earnings groups.

Earnings of full-time workers on time and on piece in the chief woman-employing industries reported.

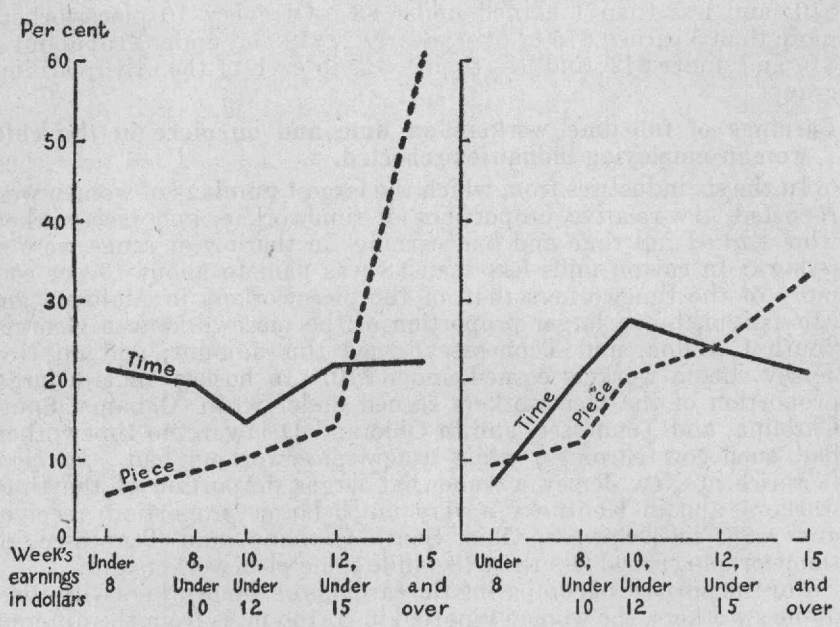
In the six industries from which the largest numbers of women were reported, the relative proportions of timeworkers and pieceworkers who worked full time and had earnings in the lowest range were as follows: In cotton mills less than $8 was paid to about 13 per cent more of the timeworkers than of the pieceworkers in Alabama and Mississippi, but a larger proportion of the pieceworkers in Georgia, South Carolina, and Tennessee earned this amount, and no New Jersey cotton workers earned under $10. In hosiery mills a larger proportion of the pieceworkers earned under $8 in Alabama, South Carolina, and Tennessee, and in Ohio and Delaware no timeworkers had such low earnings, while a few pieceworkers had. In cigar factories in New Jersey a somewhat larger proportion of the timeworkers, and in Kentucky a very much larger proportion, received under $8; in Delaware, Ohio, South Carolina, and Tennessee, no timeworkers earned less than $8, while some pieceworkers did.

For the purpose of comparing the earnings of timeworkers with those of pieceworkers, the women reported in cotton mills from the different States have been combined, and the same has been done for those in cigar making. The chart on page 64, illustrates the earnings distribution of timeworkers and pieceworkers in these industries. In cotton, a somewhat larger proportion of pieceworkers than timeworkers earned under $8, but in cigar making a considerably larger proportion of timeworkers had earnings so low. In each industry more pieceworkers than timeworkers earned amounts in the higher range of $15 or over. The difference in the proportions of timeworkers and pieceworkers who had such earnings was about 12 per cent in cotton, but in cigar making nearly 40 per cent more pieceworkers than timeworkers had earnings so high. In each industry about 2 timeworkers

in every 10 earned $15 or over; in cotton about 3 pieceworkers in 10 and in cigars about 6 in 10 had earnings in this group.

There was no positive correlation between the proportion of timeworkers and of pieceworkers in a State and the difference between the median earnings of their group and the median of all women reported. Median earnings of full-time pieceworkers rose above those of full-time timeworkers in each State, the difference ranging from 2.8 to 77.6 per cent, but women in States in which the largest numbers were on piecework had not always the highest median earnings.

EARNINGS DISTRIBUTION OF FULL-TIME WORKERS ON TIMEWORK AND ON PIECEWORK IN 2 INDUSTRIES



Earnings of full-time workers on both time and piece.

In Georgia, Missouri, and South Carolina, the median earnings of full-time workers on both time and piece were below those of all full-time workers. The industries in which most of these women were employed were cordage and twine and cotton in Georgia, cotton and yarns and thread in South Carolina, and in Missouri candy, overalls, drugs, electrical appliances, paper and paper products, and tobacco. In the case of most of these, the median of pieceworkers was above that of timeworkers. In Alabama, Delaware, and Mississippi there were no time-and-piece workers, or very few,

and too few of these were on full time to warrant computation of a median.

In five States the medians of the full-time workers on time and piece were above those of all full-time workers. Most of the women who contributed to this situation were in the following industries: In Kentucky, a few in candy making, metal, and cordage and twine; in New Jersey, in drugs, metal, electrical appliances, and rubber, in the last two of which the medians rose, respectively, nearly 10 and over 10 per cent above that of all full-time workers in the industry; in Ohio, in cordage, metal, and shoes, in each of which the median rose from about 11 to more than 23 per cent above that of all; in Rhode Island, in electrical appliances, metal, and rubber, in the last mentioned the median rising over 10 per cent above that of all; in Tennessee, in cotton goods, with a median over 13 per cent above that of all full-time workers.

Summary.

With one exception, in each of the 11 States forming the basis of this discussion there were many more pieceworkers than timeworkers. To a degree varying among these different States the median of timeworkers was below, that of pieceworkers above, that of the total number of women reported from a State, but there was no positive correlation between the relative proportion of timeworkers and of pieceworkers in a State and the difference between their median earnings and the median of all women reported.

Data on timework and piecework were reported for over 4,000 women in each of seven manufacturing industries: Cotton, hosiery and knit goods, cigars, metal, electrical appliances, rubber, and shoes. In each of these great woman-employing industries, the piecework system of payment was very widely used. In every State 60 per cent or more of the women in cotton, hosiery and knit goods, and cigars and over one-half of those in rubber worked on this basis, as did over one-half of those in electrical appliances and in shoes in two States and in metal in one State. Taken together, almost 90 per cent of the workers reported in cigar making, over 80 per cent of those in hosiery and knit wear, about 70 per cent of those in cotton and rubber, were on piecework. The large proportions of women who were on piecework in the greatest woman-employing industries reported become especially significant when considered in connection with the possible deleterious physical effects of piecework and the weaknesses of the system from the viewpoint of scientific management.

Median earnings of pieceworkers were above those of timeworkers to a considerable degree in some States in electrical appliances and metal, and in every case in shoes, rubber, and cigars—in the last mentioned by from 16.5 to 90.5 per cent. To a somewhat less degree, median earnings of pieceworkers were above those of timeworkers in the cotton industry in every State and in knit goods in most cases. In the clothing industries pieceworkers had higher earnings than timeworkers in 9 of the 13 cases reported. There was no consistent relation between the proportion of the women who were on piecework and the degree to which the median of pieceworkers rose above that of timeworkers, but there were very definite indications of great irregularity of the earnings of pieceworkers, particularly in certain of the industries in which they were found in especially large proportions.

A comparison of the data reported for all timeworkers and pieceworkers with the figures reported for those who had worked for full scheduled time, so far as this could be ascertained, indicates that relatively fewer pieceworkers than timeworkers worked full time but that the earnings of the pieceworkers who adhered to the full schedule showed a tendency to increase to a greater degree than did those of the corresponding timeworkers. In 8 of the 11 States the median earnings of pieceworkers rose above those of timeworkers to a greater degree among the women on full time than among all workers, despite the fact that in nearly every case the per cent of pieceworkers was smaller, that of timeworkers larger, among full-time workers than among all women reported from the same State.

In every State but one, more of the pieceworkers than of the timeworkers on full time received payments in the highest ranges—in each of five States the difference was more than 20 per cent. In seven States more of the pieceworkers who were working on a full schedule than of the comparable timeworkers—by from about 1 to about 5 per cent—were paid in the lowest ranges. In nearly every case, considerably larger proportions of timeworkers than of pieceworkers had earnings in the middle ranges.

If the distribution of the women working full time under each of the two systems in the manufacturing industries in 11 States be taken, of every 10 timeworkers about 3 earned $15 or over; about 3, $12 and under $15; nearly 2, $10 and under $12; about 1, $8 and under $10; and less than 1, under $8. Of every 10 pieceworkers more than 5 earned $15 or over; nearly 2, $12 and under $15; and about 1 was in each of the other earnings groups. The proportion of pieceworkers earning under $8 was somewhat greater than that of timeworkers in cotton and was considerably less than that of timeworkers in cigars.

In every State a few women were reported working on a combination of the two systems of payment. Full-time workers on such a basis had median earnings below those of all full-time workers in Georgia, Missouri, and South Carolina, a number of those in Georgia and South Carolina being in textile mills, and above those of all women on full time in Kentucky, New Jersey, Ohio, Rhode Island, and Tennessee, industries that contributed to this situation in more than one State being metal, electrical appliances, cordage, and rubber.

EARNINGS AND RATES

Up to this point the discussion has been based upon the actual amounts that the women studied had received during the week. Such amounts are by no means always the same as the weekly rates—the amounts that the employers contract in advance to pay and that the women might expect to earn if they invariably worked the normal scheduled week. Earnings may fall below rates as a result of time lost, whether from plant or from personal reasons, and in some cases they may rise above because of overtime worked or the payment of a bonus.

It is not possible to compare earnings with rates for all workers studied, since rates are not always available. No definite weekly rate is obtainable for pieceworkers, as their payment depends upon output, which obviously may vary for many different reasons. Usually, although not always, rates can be secured for timeworkers.

Earnings and rates in the various States.

The proportion of women whose earnings for the week recorded were below their rates ranged from 32.7 per cent in Georgia to 70.2 per cent in Mississippi; it was over 45 per cent in each of six States and in the city of Atlanta—in four of these States it approached or exceeded 50 per cent. The difference in median between the rates bargained for in the manufacturing industries, so far as these could be secured for the women included, and the actual earnings of the same women may be seen in Table 12.

TABLE 12.—*Week's earnings and weekly rates of white women in manufacturing industries, by State*

State	Number of women	Median of the rates	Median of the earnings	Per cent by which earnings were below rates
Alabama	514	$9.23	$8.31	10.0
Arkansas	168	11.62	10.50	9.6
Delaware	117	10.84	9.86	9.0
Georgia:				
Atlanta	300	12.21	10.61	13.1
Other places	893	12.24	12.09	1.2
Kentucky	2,407	11.36	10.60	6.7
Mississippi	242	8.71	7.51	13.8
Missouri	1,259	12.77	11.85	7.2
New Jersey	973	12.65	12.03	4.9
Ohio	1,576	15.08	14.38	4.6
Oklahoma	160	13.89	12.70	8.6
Rhode Island	1,446	16.94	16.07	5.1
South Carolina	1,191	10.67	8.94	16.2
Tennessee	1,994	11.36	10.71	5.7

In every State the median of the earnings in all manufacturing industries taken together was less than that of the median of the rates of the same women. The differences were greatest—16.2 per cent and 13.8 per cent, respectively—in two States that had low median rates, South Carolina and Mississippi.

The difference was least—only 1.2 per cent—in the State of Georgia outside of Atlanta, though the city itself had a great discrepancy between rates and earnings. Next to Georgia in this respect were two States in which median rates were comparatively high, Ohio and New Jersey, and in each of these median earnings were nearly 5 per cent below the median rate. In the three States in which women had the highest median rates they had also the highest median earnings, and in the States having the lowest rates earnings were the lowest.

That earnings fell farther below rates in a period of industrial depression than in more normal business periods was indicated quite definitely. Of the important industrial States, three were studied during depression—Kentucky, Alabama, and South Carolina—and in these earnings fell from 6.7 to 16.2 per cent below rates; three were studied in normal times—Ohio, New Jersey, and Tennessee—and in these earnings fell from 4.6 to 5.7 per cent below rates.

There was indication that in the States in which comparatively small numbers of women were in manufacturing, earnings fell farther below rates than in the large industrial States studied in similar

periods.[27] Three States in which rates and earnings were reported for fewer than 250 women were surveyed in normal business periods and one was surveyed toward the end of the period of depression. These were Oklahoma, Delaware, Mississippi, and Arkansas, and the median of earnings fell below that of rates by from 8.6 to 13.8 per cent. These proportions are noticeably greater than those in the large industrial States surveyed in normal periods, Ohio, New Jersey, and Tennessee. Furthermore, the industries having the largest numbers of women in the nonindustrial States were glass in Oklahoma, cigars in Delaware, candy in Arkansas, and cotton in Mississippi. The proportion by which the median of earnings fell below that of rates in each of these industries in the large industrial and in the nonindustrial States in which they were found—all but one studied in normal times—was considerably greater in the nonindustrial State in almost every case. The figures are as follows:

Industry	Nonindustrial States			Large industrial States		
	State	Number of women	Per cent by which the median of earnings was below that of rates	State	Number of women	Per cent by which the median of earnings was below that of rates
Glass	Oklahoma	122	8.5	New Jersey	117	0.6
Cigars	Delaware	69	7.1	New Jersey	134	6.7
				Ohio	42	8.0
Candy	Arkansas	52	16.5	New Jersey	152	3.5
				Ohio	269	7.1
				Tennessee	279	6.0
Cotton	Mississippi	200	13.7	Tennessee	188	.4

Earnings and rates in the chief woman-employing industries reported.

There were nine industries in which both rates and earnings were reported for over 500 women. In six of these, appreciable numbers of the women included were in two or more States; in three of them—knit-goods, rubber, and tobacco—most of the women were in only one State.

The States in which cotton was found were for the most part those in which the other chief industries did not exist. In the remaining five industries in which the data available are adequate for comparison upon a fairly wide basis, the proportions of the women reported who earned less than their rates were as follows:

Industry	Number of States	Per cent of women reported who earned less than rates
Candy	5	29.7 to 60.9 (over 40 per cent in 4 States).
Men's clothing	5	29.4 to 60.3 (about 30 per cent in 4 States).
Metal	4	20.8 to 59.4.
Paper	6	33.3 to 84.5 (between 50 and 60 per cent in 3 States).
Shoes	3	33.7 to 48.6.

Table 13 gives the median rates and the differences between rates and earnings in the five industries under discussion in the States specified.

[27] Although Rhode Island and Georgia are exceptional, they do not invalidate the general indication; their period of study was distinctly abnormal and in Rhode Island one industry predominated in the study.

TABLE 13.—*Week's earnings and weekly rates of white women in five chief woman-employing manufacturing industries reported, by industry and State*

Industry [1]	Number of women with rates and earnings reported	Median earnings	Median rate	Per cent of women reported who earned less than rates	Per cent by which median of earnings was below that of rates
RHODE ISLAND					
Candy					
Men's clothing					
Metal products	418	$18.40	$18.42	26.6	0.1
Paper and paper products	215	11.98	11.98	54.4	.0
Shoes					
KENTUCKY					
Candy	184	$9.09	$9.75	41.3	6.8
Men's clothing	657	13.42	14.14	31.2	5.1
Metal products	213	14.10	14.76	32.4	4.5
Paper and paper products	97	8.67	9.95	84.5	12.9
Shoes	226	9.28	8.08	37.6	[2] 14.9
MISSOURI					
Candy	182	$11.91	$12.56	29.7	5.2
Men's clothing	262	12.80	14.80	60.3	13.5
Metal products					
Paper and paper products	82	12.41	13.91	56.1	10.8
Shoes	251	9.68	10.79	48.6	10.3
OHIO					
Candy	269	$10.01	$10.77	46.5	7.1
Men's clothing	550	17.61	18.29	31.6	3.7
Metal products					
Paper and paper products	93	13.50	13.61	33.3	.8
Shoes	190	15.83	15.93	33.7	.6
NEW JERSEY					
Candy	152	$9.62	$9.97	50.0	3.5
Men's clothing					
Metal products	120	14.00	13.82	20.8	[2] 1.3
Paper and paper products	159	11.27	12.29	40.9	8.3
Shoes					
TENNESSEE					
Candy	279	$9.35	$9.95	60.9	6.0
Men's clothing					
Metal products					
Paper and paper products					
Shoes					

[1] Only groups with more than 50 women included.
[2] In this case the median of the earnings was above that of the rates.

In every State in which three or more of these industries existed, the median rate for candy makers was below that for women in paper mills, that in paper below that in men's clothing, and that in metal higher than in any other of these chief industries. The lowest median rate in men's clothing and in metal was above the highest in candy and in paper. The relative position of the median rate in

shoe factories fluctuated. In the three States in which shoes are reported, the median is below that for any other of these industries in two States and above those for paper and candy in one State.

The degree to which the median of earnings differed from that of rates showed the widest range in shoe manufacturing, and a lesser range in each of the other industries in this order: Paper, men's clothing, metal, and candy. The differences were as follows:

Industry	Per cent by which median of earnings was below (−) or above (+) that of rates	Industry	Per cent by which median of earnings was below (−) or above (+) that of rates
Shoes	+14.9 to −10.3	Metal	+1.3 to −4.5
Paper	−.0 to −12.9	Candy	−3.5 to −7.1
Men's clothing	−3.7 to −13.5		

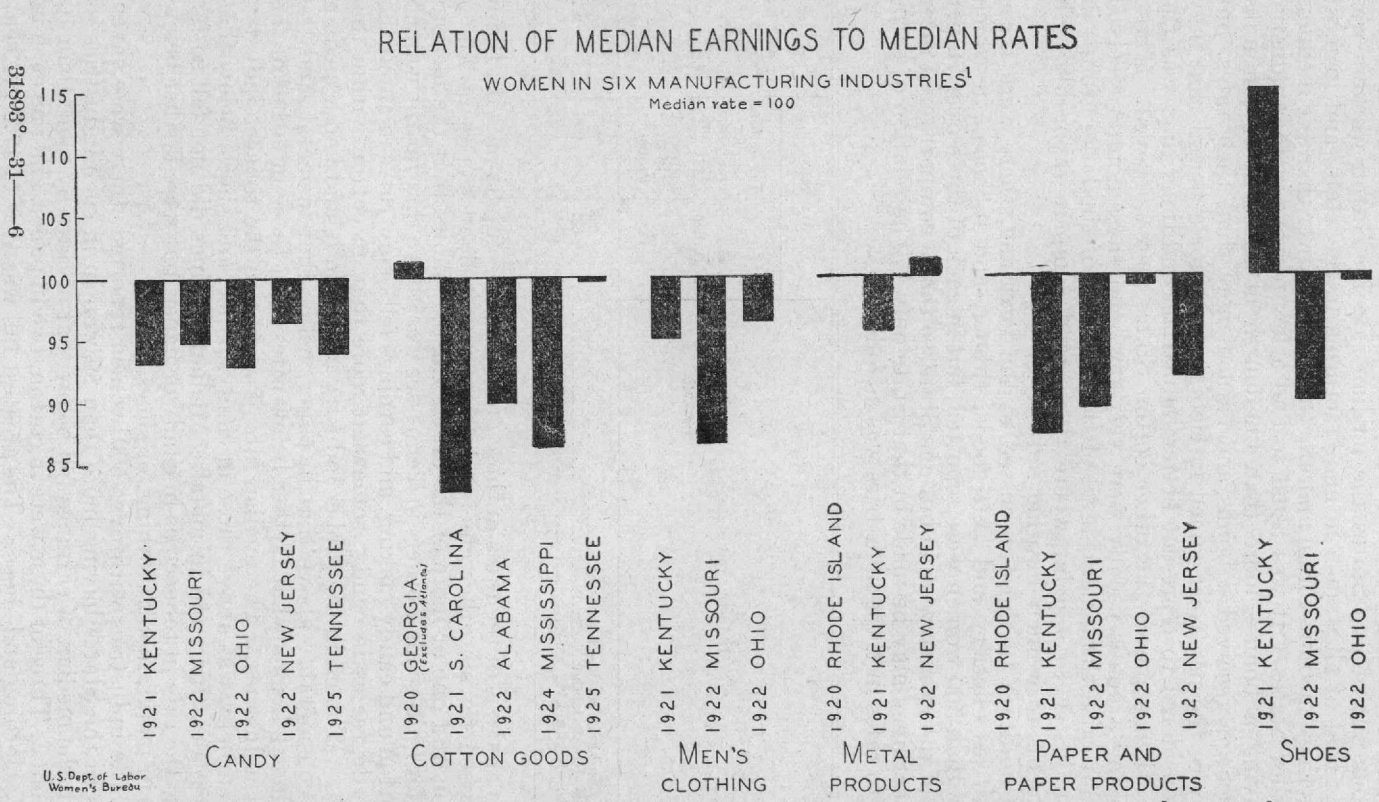
From the foregoing it appears that candy and metal showed a considerable similarity among the States in the degree of variation of earnings from rates, although the fall in earnings tended to be greater in candy than in metal. In the three other industries the differences were much greater, in shoe factories greatest of all. If the per cent of the fall of earnings below rates be considered in conjunction with the proportions of women who earned less than their rates, it will be found that even where earnings fell below rates to a comparatively small degree, very considerable proportions of women had suffered some loss of earnings.

The accompanying chart gives a graphic representation of the relative extent to which median earnings deviated from rates in each of the five industries discussed in the foregoing and in cotton.

While the candy industry had median rates lower than those in any other of the five industries discussed, these ranged from $9.75 to $12.56, and the median rates in cotton manufacturing in five States from which it was reported were still lower, ranging only from $8.67 to $11.93. The proportion of the women in cotton mills who earned less than their rates ranged from 16.5 to 74.5 per cent. In one State it was the highest in any of the cases discussed, and in another State greater than in any industry but paper. The variation in medians ranged from earnings 1.2 per cent above rates in Georgia to earnings 17.4 per cent below rates in South Carolina, a greater range of difference than in any of the other industries discussed except shoes. The data for the cotton industry are as follows:

State	Number of women	Per cent of the women reported who earned less than their rates	Median of the rates	Per cent by which median of the earnings was below that of the rates
Alabama	340	53.5	$8.75	10.2
Georgia	677	31.5	11.93	[1] 1.2
Mississippi	200	74.5	8.67	13.7
South Carolina	1,018	65.0	10.79	17.4
Tennessee	188	16.5	10.99	.4

[1] In this case the median of the earnings was above that of the rates.



[1]The industries included are those in which both rates and earnings were reported for over 600 women in 3 or more States

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In three of the five States from which cotton was reported, the median of earnings fell more than 10 per cent below that of rates. In four out of five States the median rate for cotton workers was below that of all women in manufacturing in the State, and in most cases these medians for all manufacturing were lower than the medians in other States. It was usual to find a few persons in this industry receiving a bonus—more than one-fourth of those in cotton mills in Georgia received a bonus and earned more than their rates, but many of the pay rolls copied in Georgia were for a period that may be considered to represent better industrial conditions than was the case when some of the other cotton States were surveyed. Those receiving a bonus usually were very few, and the amounts received did not raise the general level of the earnings of the large groups in the industry to a point where they could compare favorably with payments to women in other industries.

In addition to those discussed in the foregoing, there were three industries—hosiery and knit goods, rubber, and tobacco—in which more than 500 women were reported, but in each of these over 70 per cent of the women were in but one State, so that a comparison of rates and earnings may be made in that State only. The relation of earnings to rates in these industries was as follows:

Industry and State	Women		Per cent by which median of the earnings was below that of the rates
	Number	Per cent of all for whom earnings and rates were reported in the industry	
Hosiery and knit goods—Tennessee	628	72.4	6.2
Rubber—Rhode Island	631	99.8	2.7
Tobacco—Kentucky	490	79.9	6.5

An analysis of the rates in these industries in comparison with those discussed for six other chief industries reported, in States in which cotton and one or more of the others existed, shows that the median rate for knit-goods workers in Tennessee was above that for the women in cotton and candy making, and earnings fell below rates in about the same degree as in candy, somewhat more than in cotton within this State. Women in the rubber industry in Rhode Island had a median rate considerably above that in paper, below that in metal, and the earnings fell somewhat farther below rates than those in either of the other industries. The median rate of women in the tobacco industry in Kentucky was above those in candy, paper, and shoes, below that in men's clothing and in metal. Median earnings did not fall so far below the rate in tobacco as in candy or paper, but were farther below than in metal, men's clothing, or shoes.

In the industries with over 500 women reported, there were seven cases in the States having more than 80 women in such industries in which the median of earnings fell below that of rates by more than 10 per cent. Three of these were in cotton, two in paper, and one each in men's clothing and shoes. The greatest fall was that of 17.4 per cent for women in South Carolina cotton mills. Three of these cases

occurred in States studied during depression, three in Missouri, studied before full industrial recovery, and only one in a State surveyed in a normal period.

In the entire range of those manufacturing industries in which more than 80 women were reported from one of the 9 industrially important States, the median of earnings rose above that of rates in only three instances. It did so to a small degree among metal workers in New Jersey and among women in cotton mills in Georgia. In only one case was the difference as great as 2 per cent—that of shoes in Kentucky. Although the study of this State was made in a period of depression, the workers in shoe factories had a median of earnings 14.9 per cent above that of their rates, due largely to a production bonus received by nearly one-half of the women included. Even under these circumstances, over 40 per cent of the women reported earned under $10. In Missouri and in Ohio, median earnings in this industry fell below median rates by 10.3 and 0.6 per cent, respectively. In Missouri nearly one-half and in Ohio nearly one-third of the women receiving a bonus in shoe factories earned more than their rates; less than 30 per cent and less than 20 per cent, respectively, of the women so employed earned under $10.

From the data available in regard to the payment of a bonus in the manufacturing industries it appears that in Kentucky, Missouri, New Jersey, and Ohio more than one-half of the women receiving a bonus earned less than their rates, and a majority of those reported as not receiving a bonus earned the same as their rates. In Alabama, Rhode Island, South Carolina, Georgia, and Tennessee over one-half of those receiving a bonus earned more than the rate, and in the first three of these over one-half reported as not receiving a bonus earned less than the rate. The payment of a bonus ordinarily raised earnings for only a small proportion of the women in an industry or a State, and therefore it can not be considered a means of raising the general level of the earnings of the women in an industry, aside from any effects upon their physical powers that the system might or might not have if it induced greatly increased speed.

Summary.

In every State median earnings fell below median rates, the extent of such decline ranging from 16.2 and 13.8 per cent in South Carolina and Mississippi—two States with low median rates—to 1.2, 4.6, and 4.9 per cent in Georgia, Ohio, and New Jersey, States having comparatively high rates. From 32.7 to 70.2 per cent of the women reported earned less than their rates.

Earnings showed a tendency to fall farther below rates in States studied during industrial depression than in those studied in normal times; they showed a tendency to fall farther below rates in States having comparatively few women in manufacturing than in those that were surveyed in similar periods of normal business activity and that had many women so employed. [28]

In six chief industries for which the rates and earnings of women were reported from different States in numbers adequate for comparison, the median rates were low in cotton, candy, and paper, higher in men's clothing, highest of all in metal, and irregular in shoes. The extent to which the median of earnings differed from that of rates was

[28] See footnote, p. 45.

greatest in shoes, cotton, and paper, less in men's clothing, and least in metal and candy. Even in most of the cases in which earnings fell comparatively little below rates, very considerable proportions of women had suffered some loss of earnings.

Earnings fell more than 10 per cent below rates in cotton in three States, in paper in two States, and in one case each in men's clothing and shoes. Most of these instances were in States studied during depression or before industrial recovery. In only three cases did earnings exceed rates, in only one of these by as much as 2 per cent, and in that case the reason was that a production bonus was paid to nearly one-half of the women in the industry, and despite this fact a large proportion earned less than $10.

The frequency with which earnings fell below rates and the degree to which this was the case give evidence that there are large proportions of the women engaged in manufacturing who do not receive the best payments that are normally current, whatever the period of study and however high or low the rate may be. The payment of a bonus provides no general remedy for this, since it affects only small groups of women and does not raise the level of the earnings of large numbers. Further, it is in precisely those industries in which a very low rate of pay is fixed that earnings appear most likely to fall far below this rate.

EARNINGS AND AGE [29]

In a study of the earnings of women it is of considerable interest to know something in regard to the variation of payments with age. How old are the women in the largest groups in manufacturing? How many of them are, for example, under 25? At what ages do the highest earnings usually come, and what proportions of the women are of these ages? At what ages are women most likely to be faced with a decline in earning power, and what proportions of the women at work are beyond the age at which highest earnings ordinarily are received?

Earnings in relation to age have been assembled for 39,141 women in manufacturing industries in 11 States. Table XIII in the appendix gives the age distribution of the women reported in each State and the per cent by which the median earnings of the various age groups differed from the median of the youngest group of women reported in the State.

Earnings and age of women in the various States.

In every State but one the largest group of women—from 20.5 to 29.7 per cent—were 20 and under 25 years of age. In every State but two more than one-half the women, and in the two exceptions practically one-half, were under 25; in three States more than 60 per cent were so reported. The age group second in size was 30 and under 40 in five States, 18 and under 20 in four, and 16 and under 18 in two.

In six States the highest median of earnings was that of women of 30 and under 40 years, but in four States women of 25 and under 30 and in one State of 20 and under 25 had the highest median. The

[29] It must be borne in mind that the wage figures quoted are the medians of groups. To say, for example, that the maximum was $19.71, received by women of 30 and under 40 years, does not mean that no younger woman earned that much, nor does it mean that $19.71 was the highest amount paid to any woman, nor that all women 30 and under 40 years of age were paid $19.71. It means only that the process followed—the classifying by age of the women reporting this information, and the computing of the median of the earnings for each age group—showed the highest median for any group to be $19.71 for that of women 30 and under 40 years of age.

groups of women having the highest medians formed from 13 to 19 per cent of all reported.

In every State but one, each age period showed an increase in earnings over the period preceding until that having the highest earnings was reached. In the one exceptional State, women of 20 and under 25 had a median below that of girls of 18 and under 20. For women beyond the age of highest earnings there was, almost without exception, a decline with each age group in the median amount.

In each of five States—Kentucky, Missouri, New Jersey, Ohio, and Tennessee—women in 10 or more industries were reported in the various age groups in considerable numbers, and in these five States taken together 58 such industrial cases were reported. The women having the highest median were 20 and under 25 in 12 cases, 25 and under 30 in 16 cases, and 30 and under 40 in 24 cases—together comprising nine-tenths of the 58 cases as having the peak of their earnings before 40 years of age.

That the age of 40 should be that at which earnings begin to decline in so many cases, and even the youthful age of 30 or of 25 in a number of others, suggests a situation calculated to bring serious social consequences in its train. If the individual's earnings—often scarcely adequate at their highest to support her at a decent American standard—are to present so early a decline, how is it possible for her to provide for her future, for an "old age" that certainly is likely to be a long one if it must be measured by a decline in earnings beginning at the age of 30 or 40? An investigation covering 102,467 wage-earning women in the years 1911 to 1913 showed that the average span of their lives was 51.1 years, and that about 49 per cent lived to 55 or over, 28.4 per cent to 65 or more.[30] On this basis a woman in industry whose earnings begin to decline when she is 40 has nearly 5 chances in 10 of having to live on a decreased budget for 15 years or more and nearly 3 chances in 10 of living so for 25 years or longer. Figures from the United States census would accord her almost 1 chance in 6 of such subsistence for 35 years or more.[31] Under these conditions it would seem all the more important that an adequate wage be accorded during the years of best industrial productivity.

And there is an additional question involved. Have the necessities of industrial speed or the hardships of inadequate subsistence really played upon her physique to so disastrous a degree that she is unable to retain efficiency while she is yet a young woman, or is the decrease in payment based largely upon an unsupported idea that her ability may be likely to decline after this period of her life? Effective answers to questions such as these are exceedingly important to the development of industry, since its growth can scarcely be continuous unless based upon a soundly constituted society. Thus far, precise data as to the effect of age upon susceptibility to fatigue, motor coordination, and other points that go to make up the efficiency of the woman worker are not available.

The chart on page 76 shows for all manufacturing the proportion of the women in each age group who received $15 or over. The largest proportion who had earnings in these higher ranges were at the age

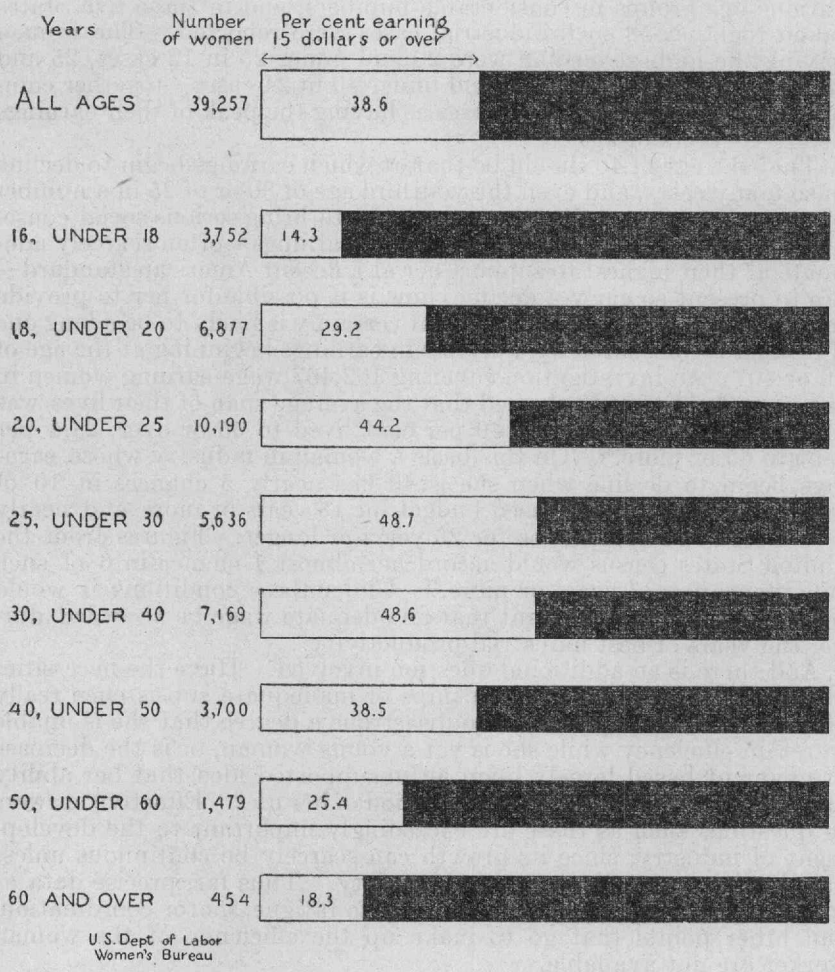
[30] Metropolitan Life Insurance Co. Occupational Mortality, 1911–1913. Louis I. Dublin. Tab. 45, p. 69.

[31] U. S. Bureau of the Census. Mortality Statistics, 1919. Table 4, p. 156. Of 515,617 females whose age at death was reported, 79,783 (15.5 per cent) died at the age of 75 or thereafter.

of 25 and under 30, and nearly as many at 30 and under 40 had such earnings—nearly half the women in each of these groups. Women of 20 and under 25 came next in large proportion having higher earnings, then those 40 and under 50. More of those 18 and under

PER CENT OF THE WOMEN OF SPECIFIED AGES WHO EARNED $15 OR MORE

MANUFACTURING INDUSTRIES IN 11 STATES



20 than of those 50 and under 60 earned $15 or over. The smallest group having such earnings was 16 and under 18, the next 60 years old or more. The data shown in the chart reinforce those shown by the median earnings to the effect that declines came after the 40-year period and in some States there was a slight decline after 30 years.

Earnings and age in the chief woman-employing industries reported.

In Table 14 the advances or declines in earnings in the different age groups in five manufacturing industries having each more than 3,000 women reported are shown for the States in which this information was available for more than 100 women.

TABLE 14.—*Variation of earnings with age in five chief woman-employing manufacturing industries reported, by State.—white women*

Industry and State	Median of earnings of women at earliest age reported [1]	Per cent by which median earnings of women at specified ages rose above median of women at earliest age reported						
		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
Cotton goods:								
Alabama	$7.03	17.5	25.5	32.6	49.4	33.6	29.9	(2)
Georgia	9.50	18.2	27.9	57.9	56.3	41.2	28.1	[3] 5.3
Mississippi	7.10	14.6	14.6	23.8	34.9	12.7	(2)	(2)
New Jersey	12.67	6.6	42.9	53.0	51.3	22.3	(2)	(2)
South Carolina	8.58	11.8	19.9	33.6	39.2	19.3	21.2	7.8
Tennessee	7.70	21.6	50.8	57.1	78.1	57.5	60.8	(2)
Hosiery and knit goods:								
Alabama	5.50	23.1	33.8	61.8	42.4	15.1	(2)	(2)
New Jersey	13.27	23.0	38.6	33.9	33.2	9.3	21.2	(2)
Ohio [1]	12.21	(1)	14.3	16.7	14.7	3.0	[3] 9.9	(2)
South Carolina	6.92	8.4	37.3	30.1	18.5	1.2	(2)	(2)
Tennessee	8.13	25.8	48.6	57.7	58.4	45.6	32.6	(2)
Metal products:								
Kentucky	9.67	33.6	59.8	70.6	51.3	(2)	(2)	(2)
New Jersey	11.44	14.0	27.4	31.9	33.7	26.7	19.9	(2)
Ohio [1]	13.38	(1)	11.9	21.5	11.8	7.0	5.4	(2)
Rhode Island	13.60	20.4	39.7	43.4	38.8	(2)	(2)	(2)
Electrical appliances:								
Missouri	12.00	32.8	38.6	39.6	39.6	(2)	(2)	(2)
New Jersey	13.38	15.5	26.3	30.1	31.3	29.3	(2)	(2)
Ohio [1]	14.77	(1)	15.8	19.9	19.4	9.8	(2)	(2)
Rhode Island	17.05	6.1	13.3	16.2	19.2	(2)	(2)	--------
Cigars:								
Delaware	12.57	44.2	48.8	63.1	63.1	(2)	(2)	(2)
Kentucky	9.50	25.9	33.5	46.1	55.3	26.3	(2)	(2)
New Jersey	14.00	20.0	26.0	33.2	36.5	16.4	(2)	--------
Ohio [1]	14.12	(1)	10.8	20.0	16.4	10.1	[3] 11.5	(2)
South Carolina	10.20	7.8	30.7	60.6	52.0	(2)	(2)	(2)
Tennessee	6.70	30.6	37.3	(2)	(2)	(2)	--------	--------

[1] The earliest age reported was 16 and under 18 in all States but Ohio, where it was 18 and under 20.
[2] Median not computed, owing to the small number involved.
[3] In this case the figure shows a decline from that received at 16 and under 18 years.

In cotton factories women of 20 and under 25 formed the largest group in every State but Georgia, where more of those reported were 30 and under 40 years old. In every State from about 45 to over 60 per cent were under 25. In Alabama, Mississippi, South Carolina, and Tennessee the highest earnings went to women of 30 and under 40 years of age; in Georgia and New Jersey, to those of 25 and under 30. The median of earnings of each group showed some advance over that of the preceding group until the highest earnings were reached, except in Mississippi, where the median was the same for women of 18 and under 20 and those of 20 and under 25. In Georgia women of 60 and over earned less than girls of 16 and under 18. In one State nearly 40 per cent of the women for whom median earnings were computed were older than the group having the highest median.

In knit goods the largest group of women were 20 and under 25 in every State but South Carolina, where they were 30 and under 40. In two of the five States in which over 100 women were reported, over

60 per cent of the women were under 25, and more women so young were found in knit goods than in cotton mills in two of the four States in which both industries were reported. Earnings were highest for women of 20 and under 25 in two States, of 25 and under 30 in two, and of 30 and under 40 in one. The highest earnings went to younger women in knit goods than in cotton mills in every State but Tennessee, in which they went to women in the same age group in the two industries. In every case increase in earnings in the increasing age groups was steady until the highest amount was reached. In every State the number who were 60 or over was too small for the computation of a median. In Ohio the group of women of 50 and under 60 had median earnings below those of 18 and under 20. In every State but one, from about one-fifth to one-half of the women with median earnings reported were older than the group that had the highest median.

In the metal-products and the electrical-appliance industries women of 20 and under 25 formed the largest groups except in metal in Rhode Island, where those of 25 and under 30 prevailed. The electrical-appliance industry had the largest proportion of women under 25—over 60 per cent in each State. The highest earnings in metal went to women of 25 and under 30 in every State but New Jersey, where they were received by women of 30 and under 40. In electrical appliances the highest median was that for women of 30 and under 40 in two States, for those of 25 and under 30 in one, and in Missouri the median was the same for these two age groups. In metal products, women for whom median earnings were reported and who were older than the group having the highest median formed over 20 per cent in two of four States—in electrical-appliance factories in one of these they were over 30 per cent; they formed over 20 per cent in one of two States and only about 4 per cent in the other.

In cigar factories over half the women reported in each State were under 25—in two States the proportion was over three-fourths. Women of 30 and under 40 had the highest median in two States, those of 25 and under 30 in two States, and in Delaware the median was the same for these two age groups. In Tennessee younger women—those of 20 and under 25 years—had the highest median. In two States about 5 per cent of the women were beyond the age of the highest median; in two others the proportion rose above 20 per cent—in one of these above 30 per cent.

The data in regard to earnings and age in the industries discussed in the foregoing may be summarized as follows:

Industry	Number of States reported	Age group having highest median earnings reported in the most States	Per cent of women in group having highest median	Per cent of women older than the group having highest median
Cotton goods	6	30 and under 40 in 4 States; 25 and under 30 in 2 States.	14.8 to 20.2	9.5 to 39.1
Hosiery and knit goods	5	25 and under 30 in 2 States; 20 and under 25 in 2 States.	13.3 to 28.1	10.8 to 50.3
Metal products	4	25 and under 30 in 3 States	15.3 to 23.7	10.5 to 37.1
Electrical appliances	4	30 and under 40 in 3 States [1]	7.4 to 14.8	0.0 to 21.0
Cigars	6	30 and under 40 in 3 States; [1] 25 and under 30 in 3 States. [1]	8.2 to 26.4	0.0 to 32.4

[1] In one of these, women of 25 and under 30 had the same median as those of 30 and under 40.

In industries other than those discussed up to this point, women of 20 and under 25 most often formed the chief group in a State, those of 30 and under 40 often formed the group second in size. In all but a few States there was marked tendency to uniformity in this respect and the ages of 20 and under 25 prevailed in more than half of the industries. The ages of 20 and under 25 prevailed in the following industries in every State in which they were found: Boxes, furniture, drugs and chemicals, and rubber; and in most States in glass, paper and paper products, and shoes. Older women—those of 30 and under 40—formed the largest group in tobacco in every State.

There were some irregularities, but in most cases there was a progression in payments from the earlier years to the age of highest earnings, although the increase was not in proportion to the advance in age.

The women who had the highest earnings usually were older than those forming the largest group in an industry, but in no State was the age of highest receipts uniform in every industry, and only in one industry was it uniform in every State—that of shoe manufacture, where it was 30 and under 40 in every case. The women whose group most frequently had the highest median were 30 and under 40 or 25 and under 30. Women 40 and under 50 had the highest earnings in a very few cases, as follows: In women's clothing in Ohio, in paper and paper products in New Jersey, and in drugs and chemicals and tobacco in Tennessee.

Summary.

Earnings in relation to age were ascertained for 39,141 women in manufacturing industries in 11 States. In every State but one the largest group of women—from 20.5 to 29.7 per cent—were 20 and under 25 years old. In every State but two more than half the women, and in the two exceptions practically half, were under 25. The group of women with the highest median usually was an older group than that containing the largest number of women—it was 30 and under 40 or 25 and under 30 in every State but one. In practically every case this group contained from 12 to 19 per cent of the women reported.

In each of five States considerable numbers of women were reported in various age groups in 10 or more industries. In these industries the highest median of earnings was that of women 20 and under 25 in 12 cases, of those 25 and under 30 in 16 cases, and of those of 30 and under 40 in 24 cases.

This appears very young when it is considered that for women beyond these ages earnings declined. In five States women of 60 and over had a median below that of girls of 16 and under 18. In every State but one, each group up to and including that of highest earnings showed an increase over the preceding period, but this was not in proportion to the increase in age. Groups of women beyond the age having the highest median contained over 30 per cent of the women reported in four States, between 20 and 30 per cent in two, between 10 and 20 per cent in four, and less than 10 per cent in the remaining State.

Data in regard to the proportions of the women reported who earned $15 or more reinforced the fact brought out from a consideration of the medians—a decline in the proportions having these earnings began in some cases after the age of 30 and was general and very marked beyond 40.

A woman in industry whose earnings began to decline at 40 years of age would stand almost 5 chances in 10 of having to live for 15 years or more, and nearly 3 chances in 10 of having to live for 25 years or more, on such a decreased budget, according to mortality studies of the Metropolitan Life Insurance Co. Census figures would give her about 1 chance in 6 of living for 35 years or longer.

The age of the women having the highest median in cotton textiles was 30 and under 40 in most States; it was less in knit goods. In metal it was 25 and under 30 in all but one State, in electrical appliances 30 and under 40 in two out of three States, and in cigars it was irregular. Women with median earnings reported who were older than the group having the highest median formed over 30 per cent of those in hosiery and knit goods in three out of five States, over 20 per cent in metal in two out of four; they formed nearly 20 per cent—in some cases more than that—in cotton in three out of six States; they formed over 20 per cent in cigars in two States, but less than 10 per cent in two others; and they formed only 5 per cent or less in electrical appliances in two out of three States.

EARNINGS AND EXPERIENCE [32]

As the worker's experience in an industry increases, the value of her added skill ordinarily should be reflected in advancing earnings, and this usually was found to be the case in the present study.[33] The terms of advance necessarily depend in a large measure upon the type or the succession of occupations. Since the data used were obtained in respect to the industries as a whole, the factor of occupation must be disregarded or treated as a constant in considering the general effect of experience upon earnings.

Women who had been in the trade 10 years or longer.

Earnings in relation to experience were reported for 35,670 women in manufacturing in 11 States. These data give considerable evidence of the stability of the woman worker. In each of 4 States more than 20 per cent of all the women reported had been in the trade 10 years or longer, and in each of the other 7 States from 9.8 to 19.8 per cent had worked for so long. In every State but 1 more than 30 per cent, and in 2 States over 50 per cent, had worked 5 years or longer.

In cotton mills over 20 per cent of all the women in 5 of the 6 States reported had been in the trade for 10 years or longer; in 4 States, over 30 per cent. In another group of industries known to have been employers of women for a long period—the clothing trades—over 20 per cent had been in the trade 10 years or more in 4 of the 6 States reporting. In South Carolina and New Jersey a larger proportion of women in knit goods than in cotton had been employed for 10 years or longer, but in Alabama and Tennessee cotton had the larger proportion of long-time workers. In New Jersey the cigar industry had a larger proportion of women who had worked 10 years or over than had cotton mills, but in South Carolina and Tennessee cotton had a larger per cent than cigars. In 2 of the 3

[32] Certain qualifications must be borne in mind in reading this section. See footnote 29, p. 74.

[33] The rubber industry in New Jersey was a striking exception. The highest median, nearly one-third above the median at less than a year's experience, was earned by the group of women who had had between one and two years' experience, while those women who had continued the work for three or more years received considerably less.

States reporting shoe factories, over 17 per cent of the workers had been so employed for 10 years or more.

Experience group having maximum earnings.

The longest period of experience required to reach the maximum earnings in any one manufacturing industry, as far as such maximum may be expressed by the median for a group, was 10 and under 15 years in Delaware and Rhode Island; in every other State it was 15 years and over. The industries in which the group of women with the highest median had had the most experience were cotton in 5 States, tobacco or cigars in 4 States, men's clothing in 2, shoes in 2, paper in 2, and candy, overalls, metal, shirts, printing, and knit goods in 1 State each.

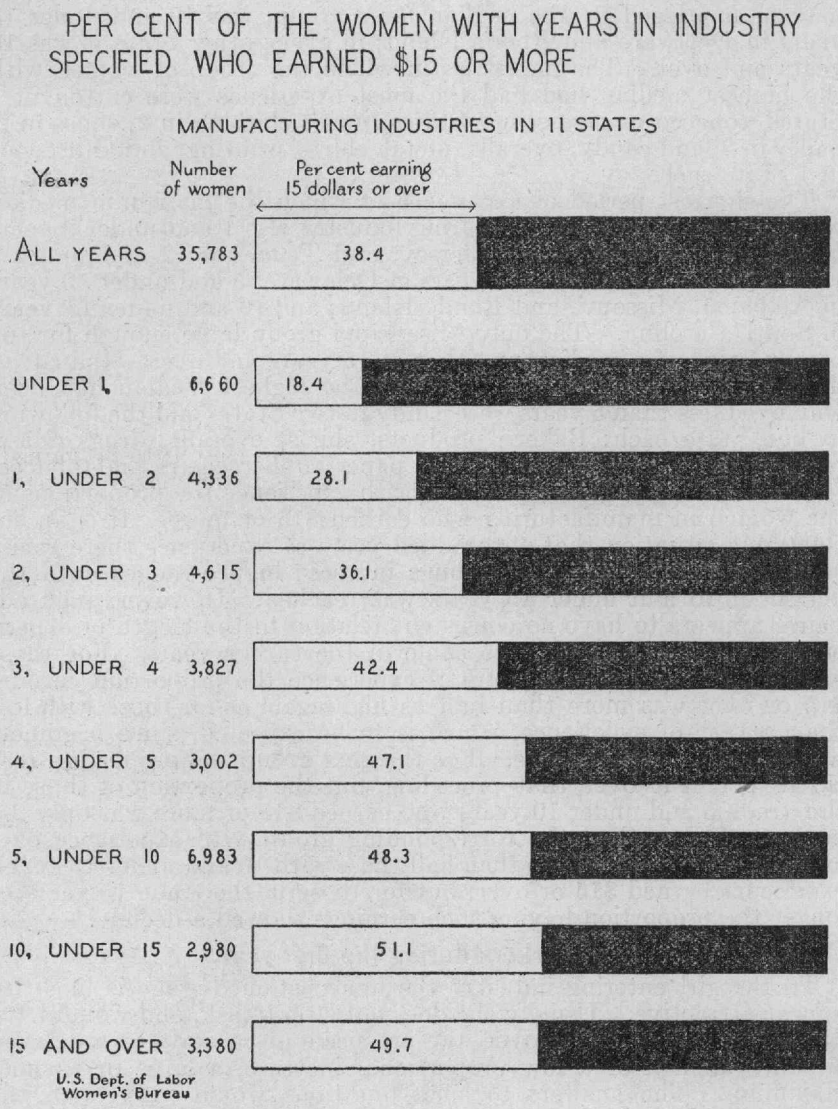
The shortest period of experience at which the maximum median was received in any manufacturing industry was 1 and under 2 years in Georgia, Kentucky, New Jersey, and Tennessee; 2 and under 3 years in Ohio; 3 and under 4 years in Delaware; 5 and under 10 years in Alabama, Missouri, and Rhode Island; and 10 and under 15 years in South Carolina. The only Mississippi group large enough for the computation of a median was that of 15 years and over. Industries in which the groups of workers with the highest median had been employed less than 5 years were candy in two States and the following in one State each: Bakery products, shirts, overalls, drugs, glass, printing, cordage, boxes and crates, paper, rubber, cigars, and tobacco.

The chart on page 82 correlates with experience the proportions of the women in manufacturing who earned $15 or more. It is an encouraging situation that with added years of experience there was a continuous progression in earnings in these higher ranges until the period of 10 and under 15 years was reached. However, such advance appears to have no consistent relation to the length of experience. The greatest advance came in the earlier years. For those who had 1 and under 2 years of experience the proportion earning $15 or over was more than half as high again as for those with less than a year of experience, which is to be expected, since beginners would be the least capable. For the next group the proportion rose by 28 per cent over that preceding, but the proportion of those in the trade 5 and under 10 years who earned $15 or more was only 2.5 per cent higher than the corresponding group with experience of 4 and under 5 years. More than half those with 10 and under 15 years' experience earned $15 or over, but for those in the trade 15 years or longer the proportion having such earnings showed a decline.

Earnings of full-time workers during the first year.

To the girl entering industry the unaccustomed wage is likely to appear attractive. Usually she does not stop to ask, and would have little opportunity to discover, the prospects of an early or a delayed advance, a high or a low proportional increase, a large or a small maximum. The answers to such questions would vary with the industry and would be found to differ with the particular occupation or the available succession of occupations, if these factors could be determined.

In the present study, figures showing the earnings and experience of 14,219 full-time workers have been assembled. The range of medians during the first year and the experience group in which the highest earnings were reached are shown in Table 15 for those indus-



tries in which the number of women reported in a State was sufficient to warrant inclusion of the case.

TABLE 15.—*Earnings of full-time workers with experience of less than a year and experience group that had maximum earnings—white women*

Experience group that had maximum earnings	Number of cases reported	Cases of industries in which the median for women who had worked less than a year was—					
		Under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $14	$14 and over
All cases	43	2	3	7	13	12	6
Under 1 year	[1] 1				1		
4 and under 4 years	6	1	1		2	1	1
5 and under 5 years	5			1	1	2	1
1 and under 10 years	15		1	1	8	4	1
10 and under 15 years	6	1				3	2
15 years and over	10		1	5	1	2	1

[1] Median earnings for under 1 year were 12 cents higher than median earnings for 15 years and over.

In one-half of the cases in which the median for women who had worked less than a year indicated a high entrance rate, those who had the maximum median had worked 10 years or more. While there seemed to be some general tendency for the maximum to be gained more quickly where initial amounts were smaller, the maximum payments in these cases were likely to be lower than in other industries.

Maximum earnings of full-time workers.

The character of early receipts appeared to have little bearing on the amount of the highest figures that could be reached. Table 16 shows the relation of maximum earnings to the first-year median in the same industries. This table indicates that the low or high entrance rate did not necessarily determine whether the maximum earnings would be high or low, since this depended rather upon such factors as length of service, the type of organization and standards of payment within the industry, or the particular occupation. In general, however, where the entrance was very low the maximum tended to be low; and in the two cases included in which the early median was under $8 the maximum was less than $13. In those in which the entrance was at the highest the maximum also was in the higher ranges.

TABLE 16.—*Maximum earnings of full-time workers, by earnings during the first year—white women*

Maximum earnings	Number of cases reported	Cases of industries in which the median for women who had worked less than a year was—					
		Under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $14	$14 and over
All cases	43	2	3	7	13	12	6
Under $13	6	2	1		3		
$13 and under $15	10		1	3	4	2	
$15 and under $17	11			3	3	4	1
$17 and under $20	6		1		2	2	1
$20 and over	10			1	1	4	4

Experience group having maximum earnings—full-time workers.

As measured by medians, the workers in nearly two-fifths of the 43 industrial cases just referred to had worked 10 years or more before the maximum earnings had been reached; in about one-fourth of these cases the maximum was reached in less than 5 years and in over one-third of the cases in 5 and under 10 years.

Table 17 shows the years of experience of the groups of full-time workers who had the highest earnings. Where the maximum tended to be in the higher ranges it was the more often received by women who had had long experience. In cases in which the maximum was $17 or over it was received after 10 years or more of experience in just half the cases. Where the maximum was under $15, as much as 10 years' experience was reported in only one-fourth of the industries.

TABLE 17.—*Years of experience of women with the highest earnings, by amount of such earnings*

Experience	Number of cases reported	Cases of industries in which the maximum earnings were—				
		Under $13	$13 and under $15	$15 and under $17	$17 and under $20	$20 and over
All cases	43	6	10	11	6	10
Under 5 years	11	2	4	2	1	2
5 and under 10 years	15	2	4	4	2	3
10 and under 15 years	6	1	----------	1	1	3
15 years and over	11	1	2	4	2	2

Earnings and experience in the chief woman-employing industries reported.

Table 18 shows the per cent increase of the maximum earnings over those at less than one year and the amount of experience of the groups that had reached the maximum, in the six chief woman-employing manufacturing industries reported. The maximum was that for women who had worked 15 years or more in three of the five cases in cotton and in two of the three in shoes. It was for those having 4 and under 5 years' experience in two of the three cases in electrical appliances and for a different period in each State reported in cigars, metal products, and knit goods. As in the other cases, only full-time workers are included.

In cotton and shoe factories women who had worked for less than a year ordinarily had low medians; the group having maximum earnings in these industries had worked for a considerable period, but the proportion of increase also was considerable. Except for one State the maximum medians in cotton were below those in other industries, and the maximum in shoes was comparatively high in two of the three States reported. The early median in electrical appliances usually was fairly high, that in metal less so. The proportion of increase was small in electrical appliances, but the maximum was high and was that for women who had worked a comparatively short time; in metal products the maximum was fairly high but took much longer to reach. Conditions in knit goods and cigars were irregular; there were such variations among the different States—in first earnings, in maximum earnings, in proportion of increase, and in experience required to reach

the maximum—that no general statement can be made in respect to these industries.

TABLE 18.—*Increase in earnings with increased experience, full-time workers in six chief woman-employing manufacturing industries, by State—white women*

Industry and State	Median of the earnings of women having—		Per cent increase of maximum over earliest median	Years of experience of women having maximum
	Less than 1 year's experience	Maximum reported		
Cotton goods:				
Alabama	$7.80	$12.63	61.9	10 and under 15.
Georgia [1]	9.00	15.32	70.2	15 and over.
New Jersey	12.50	20.70	65.6	5 and under 10.
South Carolina	9.00	14.07	56.3	15 and over.
Tennessee	9.63	15.83	64.4	Do.
Hosiery and knit goods:				
Ohio	12.50	16.00	28.0	5 and under 10.
Tennessee	9.22	14.67	59.1	15 and over.
Cigars:				
Delaware	9.71	21.00	116.3	4 and under 5.
Kentucky	11.00	13.88	26.2	5 and under 10.
Ohio	13.40	21.09	57.4	10 and under 15.
Metal products:				
New Jersey	12.68	15.42	21.6	15 and over.
Ohio	15.48	19.25	24.4	10 and under 15.
Electrical appliances:				
New Jersey	13.92	18.00	29.3	4 and under 5.
Ohio	16.95	20.50	20.9	Do.
Rhode Island	17.95	23.00	28.1	5 and under 10.
Shoes:				
Kentucky	8.66	14.25	64.5	2 and under 3.
Missouri	11.18	19.00	69.9	15 and over.
Ohio	12.50	21.20	69.6	Do.

[1] Exclusive of Atlanta.

In no case in knit-goods or metal plants in the States under consideration had as many as 5 per cent of the full-time workers had experience longer than that of the group with the maximum median. Fewer than 10 per cent in cigars in any State exceeded the experience of the group with the highest earnings. In electrical appliances, cotton, and shoes there were a few cases in which considerable proportions of the women had worked longer than such group. These were as follows:

	Per cent
Electrical appliances (3 States reported):	
New Jersey	20.7
Ohio	9.6
Cotton (6 States reported):	
Alabama	24.3
Shoes (3 States reported):	
Kentucky	19.1

Summary.

Testimony to the stability of the woman worker is given in the fact that more than 20 per cent of the women reported in each of four States had been in the trade 10 years or longer, and that from almost 10 to almost 20 per cent of those in each of seven other States had been in the trade that length of time.

The proportions of all women reported who had received $15 or over increased with experience until the period of 10 and under 15 years was reached, after which they showed a decline.

As measured by medians in the various industries and States, the highest earnings of full-time workers were reached after 10 years or

more of experience in nearly two-fifths of the cases, and in 5 and under 10 years in over one-third of the cases.

In general, the data here available may be taken to indicate that the young woman who enters industry spends considerable time at work before her maximum earnings are reached. This conforms to the findings on age and earnings. If the maximum is a high one, she is reasonably sure not to reach it in a short period. If she receives a high initial payment, the maximum probably will not be reached early, the proportion of increase in her earnings may or may not be so great as it would if she entered at a lower rate, and she will be somewhat more likely, although by no means certain, to reach a high eventual figure. Her advance and her highest receipts will not be determined entirely by the length of her service nor by the degree of skill that she develops, but will depend in large measure upon the standards within the particular industry she is entering and to some extent upon the locality in which she is employed.

Of the chief woman-employing industries, in three out of five States the highest median found in cotton mills was that of workers who had been employed 15 years or longer. In shoe factories, in two States out of three the period was 15 years or more. Women working 4 and under 5 years earned the most in the making of electrical appliances in two out of three States; and in cigars, metal, and knit goods the highest median came at a different period in each State. Except in a few instances, comparatively small proportions of the women in the chief industries had had experience longer than that of the group with the highest earnings.

EARNINGS AND NATIVITY

The women in the manufacturing industries whose nativity was reported included 4,362 who were foreign born. Most of these were employed in the States of Missouri, New Jersey, Ohio, and Rhode Island. The median of the week's earnings in relation to the nativity of the women in these four States is shown by industry in Table XIV in the appendix.[34] Though little weight can be attached to the factor of nativity in such connection, the figures are discussed briefly here.

In each State, the median of earnings of the foreign-born is above that of the native women. The differences are not great. The figures may be summarized as follows:

State	Foreign-born women		Median earnings of—	
	Number	Per cent of total	Native white women	Foreign-born women
Missouri	451	7.7	$12.54	$13.50
New Jersey	1,542	23.5	15.09	16.12
Ohio	1,931	17.1	15.51	15.66
Rhode Island	317	27.0	18.40	18.65

[34] Although not specified in each case in the text, the figures for native women used in this discussion exclude negro women.

Earnings of chief groups of foreign-born women in four States.

In Missouri, which had the smallest proportion of foreign-born women (7.7 per cent), over one-fourth of those reported were from Italy, and their median was below that of all foreign-born women in the State but above that of the native women. The largest group of Italian women were in tobacco factories, where they formed about 40 per cent of the foreign born reported in that industry. A few were in paper and paper products and some were in men's clothing. Both in tobacco and clothing the median of their earnings was below that of all foreign-born women in the industry, and in tobacco it was below that of the native women.

Almost one-fourth (23.5 per cent) of the New Jersey women reported were foreign born. Of these, 19 per cent were from Italy and about 6 per cent were from Hungary. The latter were in cigar factories, and their median was above that of all foreign-born women in cigars, nearly 20 per cent above that of native women in the same industry, and still farther above that of the native women in all manufacturing in the State. The Italians in manufacturing had a median below that of native women and still farther below that of all foreign-born women. They were found scattered among a number of industries, more than 100 being in two branches of the textile industry, with medians about the same as those of native women but, in cotton goods, much below that of all foreign-born women.

In Ohio, the chief groups of foreign born were from Hungary, Austria, Poland, and Germany. Except for the women from Poland the median for each group was above that of all foreign women and above that of the native women—in the case of the women from Austria nearly one-third above that of the native group, in the case of the Germans nearly one-fourth above. The women from Poland were in metal plants and had a median above that of all foreign born in the same industry, below that of the native born. The largest group of foreign born in any one industry was that of the women from Austria employed in rubber. They formed about one-fourth of the foreign-born women reported in this industry and had a median somewhat above those of both foreign and native born.

Rhode Island had the largest proportion of foreign-born women—27 per cent. The chief groups in manufacturing were Portuguese in rubber, Canadians in electrical appliances, and Italians in metal—in each case only a small number of women. In electrical appliances and in metal the foreign-born women had a median above that of the native born. The Italians in metal and the Portuguese in rubber had in each case a median below that of all foreign born in the industry.

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Earnings of foreign-born women in the chief woman-employing industries in four States.

No foreign-born women were reported in printing and publishing, cordage, or yarns and thread. In the four States under discussion, industries or groups of industries employing considerable numbers showed the following proportions of foreign-born women:

Industry or group	Per cent of women who were foreign born	Industry or group	Per cent of women who were foreign born
Textiles	26.6	Cigars and tobacco	20.2
Rubber	24.1	Clothing industries	16.6
Metal products	22.7	Electrical appliances	15.8

Among the foreign-born women in metal products, Italians predominated in New Jersey and they had a median below that of all foreign-born women but above that of all native-born women in the industry. In Rhode Island, also, Italians predominated in this industry, but the group was very small. In Ohio, women from Poland formed the chief group in the metal trades, with a median above that of all foreign-born women in the same industry but below that of the native born.

In textiles Italians predominated among the foreign-born women in New Jersey, and they had medians below those of all foreign-born women in these industries—in cotton considerably below. In Ohio, women from Hungary formed the chief group in knit goods, and the median of their earnings was above that of all foreign-born and 29 per cent above that of native workers.

In rubber the chief group of foreign-born women in Ohio was formed by women of Austrian birth, that in Rhode Island by those born in Portugal. In comparison with other groups in the industry the former had high median earnings, the latter a low median.

In cigar making, women from Hungary prevailed among the foreign-born in New Jersey and Ohio, and the median of their earnings was high in comparison with those in other groups. In tobacco, Italians formed the chief group in Missouri and they had low earnings; women from Austria the chief group in Ohio, with high earnings.

In electrical appliances the chief groups of foreign-born women were Italian in New Jersey, Canadian in Rhode Island, and German and English in Ohio. In the two first cases these women had high earnings in comparison with all foreign born in the industry and with the native born.

In the clothing industries, women of German birth had the largest numbers of the foreign born in men's clothing in Ohio, and they had a lower median than that of all the foreign born or the native born in that industry group. Women from Austria-Hungary prevailed in men's shirt making in Missouri, and they were comparatively well paid. Italians formed the chief group in men's clothing in Missouri, and in women's clothing in New Jersey, and the median of their earnings was in some cases low, in some cases high, in comparison with other groups. Women from Austria-Hungary formed the chief group of foreign-born in women's clothing in Ohio, with a comparatively high median of earnings.

Summary.

Of the 4,362 foreign-born women reported, 4,241 were employed in Missouri, New Jersey, Ohio, and Rhode Island. In each of these States, the foreign-born women as a whole had median earnings above those of native women. In New Jersey the chief groups of foreign born were from Italy or Hungary; in Ohio from Hungary, Austria, Poland, or Germany; in Rhode Island from Portugal, Canada, or Italy; in Missouri from Italy. In New Jersey women from Italy, in Ohio women from Poland, and in Rhode Island women from Portugal and Italy had median earnings below those of the native women; for all other groups the medians were above those of the native born.

Women from Austria or Hungary formed a chief group of the foreign born in certain clothing industries in two States, in cigars in two, and in rubber, glass, and textiles in one State each. Italians formed a chief group in certain clothing industries in each of two States, in paper in two States, in metal in two States, in several textile industries in one State, and in one State each in electrical appliances, glass, and tobacco. The countries of origin of chief groups of foreign-born women in other industries were scattered, and included Great Britain, Germany, Poland, and Portugal.

On the whole it may be said that where women from Austria or Hungary formed the chief group in an industry or State they almost always had a median above those both of all foreign-born and of native women in the industry. Where Italians formed a chief group in industries in the States studied, they usually had a median below that of all foreign-born women in the industry and in more than one-half the cases below that of the native women.

PART V.—WEEK'S EARNINGS OF WHITE WOMEN IN GENERAL MERCANTILE, 5-AND-10-CENT STORES, AND LAUNDRIES

EARNINGS OF ALL WOMEN

Considerable numbers of women were reported in the general mercantile, 5-and-10-cent, and laundry industries in every State. The information in regard to 5-and-10-cent stores is given separately from that concerning general mercantile establishments, since the former vary materially from other stores in organization, character of service rendered, type of worker, and amounts paid.

Stores and laundries are subject to business fluctuations to a somewhat less degree than is manufacturing. They differ also in the fact that their workers are nearly always employed on a time basis,[1] and usually it is possible to obtain fuller information in regard to timeworkers than to pieceworkers. The more widespread distribution, the greater stability, the homogeneity of character in comparison with the variety in manufacturing industries, and the predominance of one method of payment make it possible to give a somewhat more complete picture of earnings in stores and laundries than can be given of earnings in the manufacturing industries in the 13 States studied.

Median earnings.

Table XV in the appendix shows for each State the numbers of women studied who were in general mercantile establishments, 5-and-10-cent stores, and laundries, and compares the median earnings of each of these groups with that of the women in manufacturing. As would be expected, the actual number of women studied in stores and laundries usually was greater in the larger industrial States than in the others, and the nonindustrial States (Arkansas and Oklahoma) had more women in stores than in manufacturing. Missouri and Ohio show more women in general mercantile establishments than does any other State, while in laundries Ohio is first, Oklahoma second, and Missouri third in this respect. Arkansas had more women in general mercantile than in manufacturing establishments. Delaware had nearly one-half as many. Oklahoma had more in each kind of store and in laundries than in manufacturing—in general mercantile and in laundries, nearly three times as many.

As measured in every case by the median, the best earnings received in a State usually were in general mercantile establishments, the median being above that for the combined manufacturing industries in every State but Delaware, Ohio, and Rhode Island. The difference in the two medians was only a slight one in Ohio, and the causes of the very high median in manufacturing in Rhode Island have been discussed in earlier pages of this report.[2] The

[1] A few pieceworkers were found in laundries in each of seven States. In only four of these was there a number sufficiently large to warrant the computation of a median of earnings. In the three cases where the median for pieceworkers was higher than for timeworkers the median for pieceworkers ran more than 35 per cent above that for timeworkers.

[2] See p. 26.

greatest differences in medians of women employed in general mercantile establishments and those in manufacturing were in two of the three States in which manufacturing was lowest paid—South Carolina and Mississippi. In these two States women in stores had medians more than 60 per cent and almost 80 per cent, respectively, above those of the women in manufacturing. New Jersey and Oklahoma were the only States in which women in stores received more than they did in South Carolina. In addition, payments were high in the city of Atlanta, surveyed separately from the rest of the State.

As might be expected, manufacturing, which includes such a variety of establishments and of types of work, presented the greatest range of differences in medians as among the different States, the highest median in all manufacturing in any State being about 129 per cent above the lowest. Laundries came next in wide variation, the difference being nearly 64 per cent, and general mercantile and 5-and-10-cent stores had differences of about 51 per cent and nearly 48 per cent, respectively, between the lowest and the highest median found in any State.

TABLE 19.—*Range in which was the median of earnings of all women reported in the State, by type of industry—white women*

Range	States in which the median of earnings of all women reported was in range specified in —			
	Manufacturing	General mercantile	5-and-10-cent stores	Laundries
$8 and under $9	Alabama, Mississippi.		Alabama, Kentucky, Mississippi, South Carolina.	Tennessee.
$9 and under $10	South Carolina		Arkansas, Delaware, Georgia, Missouri, Oklahoma, Tennessee.	Delaware, Georgia, Mississippi.
$10 and under $11	Arkansas, Kentucky.		Ohio	Arkansas, Kentucky, South Carolina.
$11 and under $12	Tennessee	Delaware, Kentucky.	New Jersey, Rhode Island.	Alabama, Missouri, Oklahoma.
$12 and under $13	Georgia, Missouri	Alabama		New Jersey, Ohio, Rhode Island.
$13 and under $14	Delaware, Oklahoma.	Georgia, Rhode Island.		
$14 and under $15	Ohio	Mississippi, Missouri, Ohio, Tennessee.		
$15 and under $16	New Jersey	Arkansas, South Carolina.		
$16 and under $17		New Jersey		
$17 and under $18		Oklahoma		
$19 and under $20	Rhode Island			

Table 19 shows for each type of industry and for each State the range within which the median fell. The median earnings of factory workers in 7 States and those of women in general mercantile establishments in 11 States were in a range above that of the highest median in 5-and-10-cent stores. Similarly, manufacturing in 5 States and general mercantile in 10 States paid in a range above the highest for laundry workers. The lowest median for women in general mercantile establishments was in a range—$11 and under

$12—above the median for manufacturing in 5 cases, in laundries in 7 cases, and in 5-and-10-cent stores in 11 cases.

The States varied considerably in the payments made to workers in different types of industry. While Alabama, Mississippi, and South Carolina gave very low wages in manufacturing and 5-and-10-cent stores, Alabama and South Carolina were considerably better in payments to laundry workers, Mississippi in payments in stores, and South Carolina was excelled by only two States in its high figure for women in general mercantile establishments.

Proportions of women who earned various amounts.

The extent to which women working in the various types of industry received amounts that fell within the ranges shown in Table 19 may be seen in Table XVI in the appendix.

The smallest proportions in any payment group earned $20 and over in manufacturing in all but four States; in 5-and-10-cent stores, in every State in which any group received so much, with the exception of one; and in laundries in every State but three. In general mercantile establishments a different situation obtained—the smallest proportion received under $8 in seven States. Of those receiving $20 and over in manufacturing, the largest proportions were 44.6 per cent in Rhode Island, 20 per cent in Ohio, 17.5 per cent in New Jersey, and 17.1 per cent in Delaware. The smallest were 0.6 per cent in Mississippi, 1 per cent in Arkansas, 1.2 per cent in Alabama, and 1.7 per cent in South Carolina.

The largest actual numbers receiving under $8 in manufacturing were in South Carolina, Tennessee, and Ohio, in each of which over 2,000 women were paid such an amount; and the largest proportions at this range, without regard to numbers, were 45.6 per cent in Mississippi, 45.5 per cent in Alabama, and 35.4 per cent in South Carolina. The smallest were 3.2 per cent in Rhode Island and 7.2 per cent in New Jersey. In the general mercantile business very small groups were paid so little, the largest proportions being 17.7 per cent in Kentucky, 11.5 per cent in Alabama, and 11.4 per cent in Mississippi. In 5-and-10-cent stores, these low amounts went to almost one-half of the Alabama women, to over 30 per cent of those in Kentucky and Mississippi, and to more than 20 per cent of those in six other States. In laundries, less than $8 was received by 43.6 per cent of the women in Georgia, 36.5 per cent of those in Mississippi and in Tennessee, 29.2 per cent of those in Alabama, and more than 10 per cent of those in six other States.

The largest proportions in general mercantile in the highest payment group were 26.1 per cent in New Jersey, 31.3 per cent in Oklahoma, and 33.2 per cent in the city of Atlanta. In 5-and-10-cent stores, not more than two women in any State received as much as $20, and none received that much in Delaware, Georgia, Mississippi, or Oklahoma. In laundries, $20 or over was paid to about 35 women each in New Jersey, Ohio, and Missouri. The largest proportion having payments as large as this was 10.3 per cent in Georgia. Only from one to three women in each of the States of Delaware, South Carolina, Alabama, and Mississippi received as much as this.

The prevailing range of earnings—that representing the amount received by the largest number of women in any one group—was highest in general mercantile establishments in six States, in manu-

facturing in two. It was the same in manufacturing and general mercantile establishments in four States, in manufacturing and laundries in one. The earnings that prevailed in the largest number of States in each type of industry were as follows:

Manufacturing.—Under $8 in six States, for 24.2 to 45.6 per cent of the women; $15 and under $20 in five States, for 21.9 to 34.2 per cent of the women.

General mercantile.—$15 and under $20 in nine States,[3] for 21.4 to 40.9 per cent of the women.

5-and-10-cent stores.—$8 and under $10 in nine States, for 34.0 to 55.2 per cent of the women.

Laundries.—$12 and under $15 in seven States,[4] for 24.2 to 37.7 per cent of the women.

Summary.

Median earnings of women in general mercantile establishments were above those in manufacturing in every State but 3; those in manufacturing were above those in laundries in 9 States; and those in laundries were above those in 5-and-10-cent stores in 11 States. The lowest median found in any State for general mercantile establishments was above those in manufacturing in 6 States, above those in laundries in 9 States, and above those in 5-and-10-cent stores in 12 States. The highest median in 5-and-10-cent stores was below those in manufacturing in 7 States, and the highest in laundries was below those in manufacturing in 5 States.

The proportion of women in a State who earned under $8 ranged from 1.0 to 17.7 per cent in general mercantile establishments, from 3.2 to 45.6 per cent in manufacturing, from 3.3 to 43.6 per cent in laundries, and from 7.3 to 48.4 per cent in 5-and-10-cent stores.

In general mercantile establishments, the prevailing range of earnings—that containing the largest group of women found within any range—was $15 and under $20 in nine States. In manufacturing the prevailing range was under $8 in 6 States and $15 and under $20 in 5; in laundries it was $12 and under $15 in 7 States; in 5-and-10-cent stores it was $8 and under $10 in 9 States.

EARNINGS OF FULL-TIME WORKERS

Naturally, earnings of full-time workers usually were better than those of all women taken together. Table XVIII shows by State the number of full-time workers in each of the four types of industry under consideration, the proportion they formed of the total number reported, and their median earnings.

Proportions of workers who were on full time.

In every State but one, the proportion of full-time workers was smallest in the manufacturing industries. Laundries were next to manufacturing in every State but two. The proportion was greatest in general mercantile establishments in all but two States. The range in proportions of full-time workers found in these industries was as follows:

Manufacturing.—54.7 per cent (Delaware) to 25.8 per cent (Oklahoma).

Laundries.—77.0 per cent (Mississippi) to 42.9 per cent (Ohio).

5-and-10-cent stores.—84.4 per cent (Rhode Island) to 69.5 per cent (Georgia).

General mercantile establishments.—92 per cent (South Carolina) to 78.4 per cent (Rhode Island).

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[3] The same number of women received $12 and under $15 in one State.

[4] The same number of women received under $8 in one State.

Median earnings of full-time workers.

The highest median for full-time workers—one of over $15—was that in general mercantile establishments in nine States and in manufacturing in four States. The lowest was that in 5-and-10-cent stores in every State but one, in which case it was in laundries. The highest and lowest medians in each type of industry were as follows:

Type of industry	Highest median		Lowest median	
	State	Median	State	Median
Manufacturing	Rhode Island	$18.88	Mississippi	$9.45
General mercantile	Oklahoma	18.15	Delaware	12.03
5-and-10-cent stores	Rhode Island	12.26	Mississippi	8.58
Laundries	Ohio	[1] 13.50	Delaware	9.96

[1] The median for 50 laundry workers in the city of Atlanta was $15.08. In none of the other cases cited was the median based on fewer than 130 women.

If the range within which falls the median of full-time workers be set up in the form of Table 19 in the text, it will be found that in seven States the median of the full-time workers in manufacturing was in a higher range than that of the best median in 5-and-10-cent stores or in laundries. The median in general mercantile establishments was in a higher range than that of the best in laundries in 9 States and the best in 5-and-10-cent stores in 10 States. The median for full-time workers was in the same range as that for all workers in four States in general mercantile, in seven States in 5-and-10-cent stores, and in two in laundries. In every other case the median for full-time workers was in a range above that for all women reported, the greatest differences being in manufacturing in South Carolina and Delaware and in laundries in Georgia.

The chart on page 95 gives a graphic representation of the proportion by which the median earnings of full-time workers rose above those of all workers in the four types of industry in each State. The proportion ordinarily was greatest in manufacturing, although in Tennessee it was slightly greater in laundries.[5] The degree of difference between the median of all and that of full-time workers showed the following ranges in the four types of industry:

Manufacturing.[6]—9.5 per cent (Kentucky and New Jersey) to 26.7 per cent (South Carolina).

General mercantile.—0.6 per cent (South Carolina) to 8.6 per cent (Georgia).

5-and-10-cent stores.—2.3 per cent (Mississippi) to 9.1 per cent (New Jersey).

Laundries.—1.1 per cent (Arkansas) to 26.2 per cent (Georgia).

Full-time workers who earned less than $10.

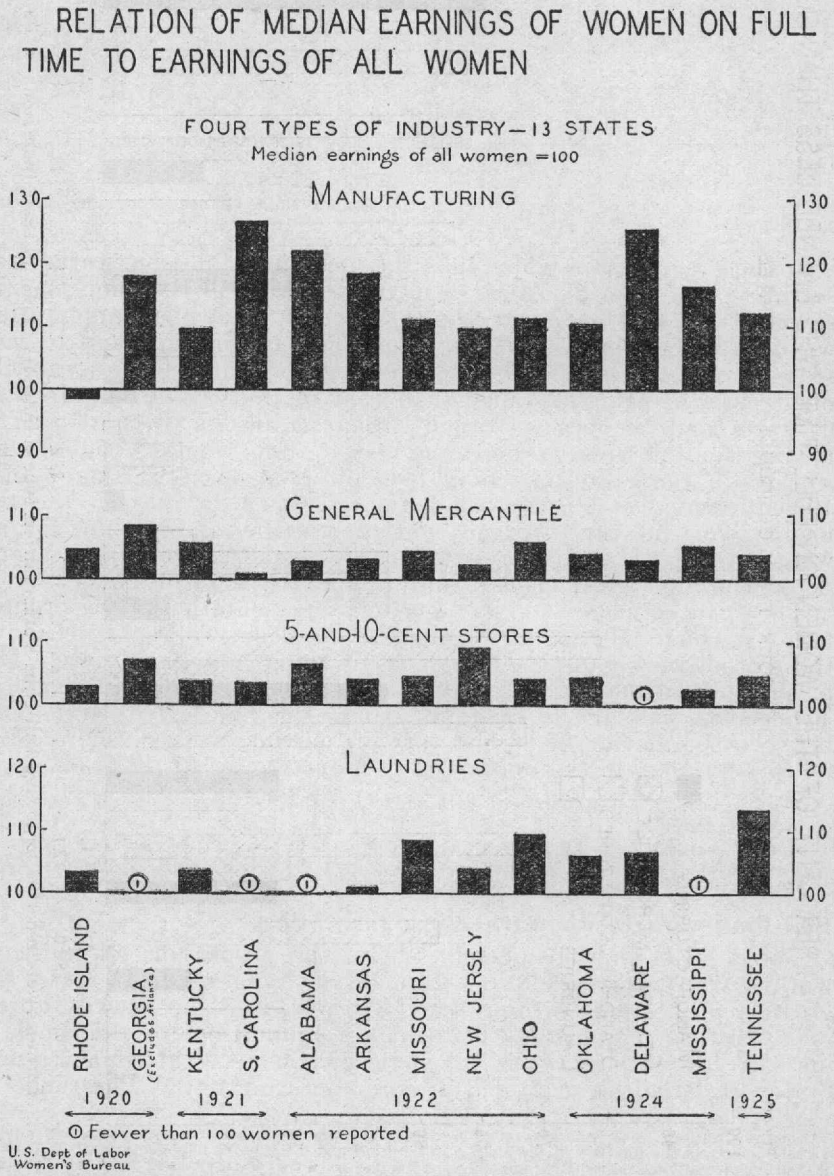
Table XVII in the appendix shows the proportions of full-time workers who earned amounts within various ranges. In 11 States the greatest proportions earning under $10 were in 5-and-10-cent stores, in 2 States in laundries. The smallest proportions of women having such low earnings were in general mercantile establishments in 9 States, in laundries in 2, and in manufacturing in 2. The range in

[5] This was the case in Georgia also, but the number of women reported in laundries was too small to warrant including the industry in the chart. In addition, the situation in manufacturing in this State at the time of study was not wholly representative of a normal period, as may be seen from the discussion of Georgia on pp. 26–27.

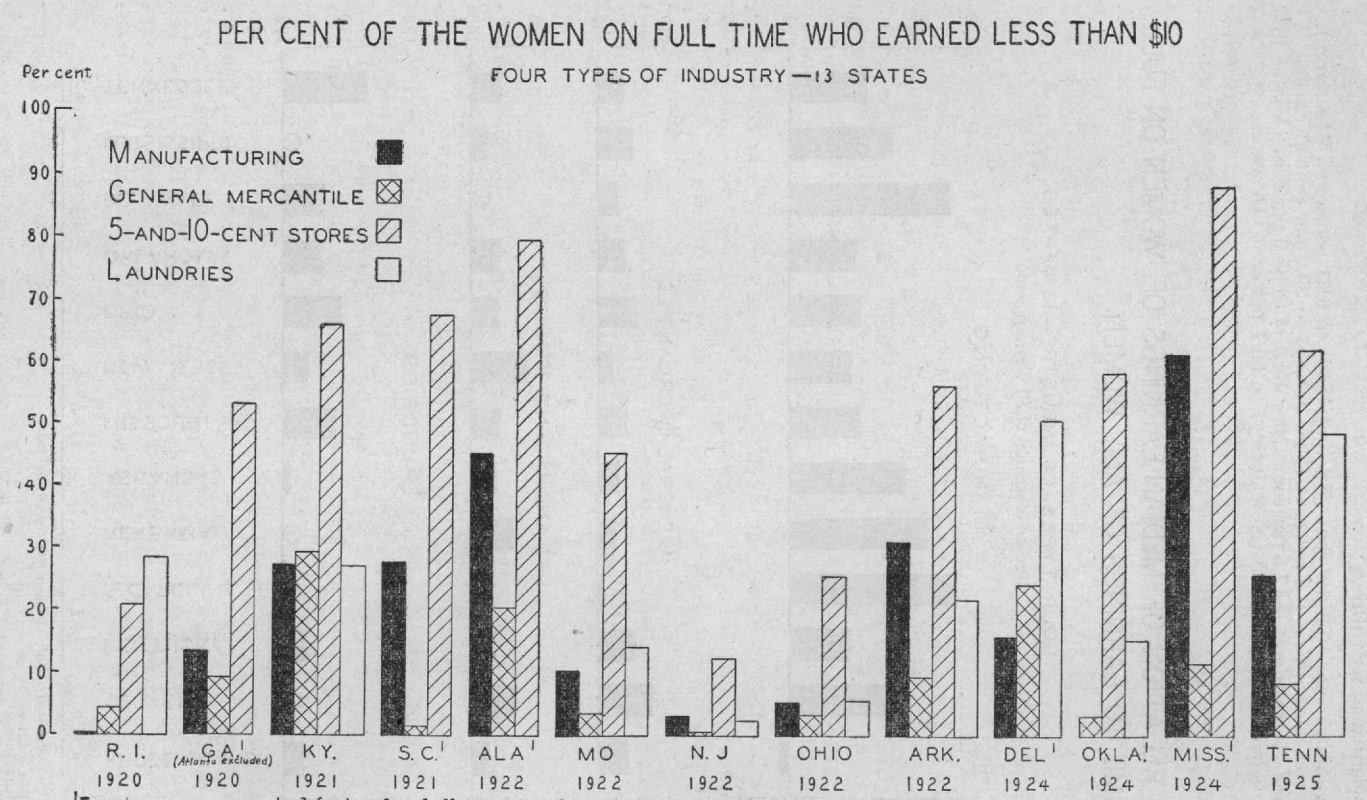
[6] In Rhode Island the median for full-time workers in manufacturing was 1.6 per cent below that for all workers

the per cent of women earning under $10 in each of the four types of industry was as follows:

Manufacturing.—0.2 per cent (Rhode Island) to 61.1 per cent (Mississippi).
General mercantile.—0.5 per cent (New Jersey) to 29.2 per cent (Kentucky).
5-and-10-cent stores.—12.5 per cent (New Jersey) to 88.3 per cent (Mississippi).
Laundries.—2.4 per cent[7] (New Jersey) to 50.7 per cent (Delaware).



[7] In the city of Atlanta the figure was 2.



The proportions of full-time workers who earned less than $10 are shown for the four types of industry in the chart.[8]

Summary.

Of the four types of industry under discussion, the general mercantile had the largest proportions of full-time workers, with median earnings showing a difference from that for all workers small in comparison with other industries. Ordinarily the median was higher than in other industries and only a relatively small proportion of women earned less than $10.

In 5-and-10-cent stores a fairly large proportion of the women worked full time, and their median was above that of all women to a relatively small degree. However, their median usually was the lowest in the State, and the proportion of their full-time workers earning under $10 ordinarily was the highest.

Laundries had a rather small proportion of full-time workers, and these ordinarily had a median considerably above that for all women reported in laundries. In 12 States the median of full-time laundry workers was below that of the women in general mercantile establishments and in 10 States it was below that in manufacturing. The proportion of women earning less than $10 was less than in manufacturing in five States—in two of these considerably less. It was greater than in manufacturing in eight States—in four considerably greater.

The smallest proportion of full-time workers ordinarily was in manufacturing, and full-time earnings usually were considerably above those of all women reported. The median ordinarily was below that of women in general mercantile establishments but above that of women in 5-and-10-cent stores and in laundries. The proportion of women earning under $10 was greater than in general mercantile establishments, smaller than in 5-and-10-cent stores, in nearly every case.

EARNINGS AND HOURS[9]

In the discussion of the earnings of women and their various hour schedules only full-time workers are included. In general mercantile establishments the total range of hours worked by the women in a State usually was not so great as in the manufacturing industries. Exceptions to this were Missouri, Ohio, and Rhode Island, in which none of the women in manufacturing had hours so long as those scheduled in some other States. The total range of hours scheduled for women in 5-and-10-cent stores usually was less than for those in general mercantile establishments. It was as long as in general mercantile in two States and longer in one. Rhode Island was exceptional, in that no women in 5-and-10-cent stores had a week as long as 50 hours but a number in general mercantile establishments had one of 52 and under 55 hours. In laundries, in five States, the total range of hours scheduled was shorter than in manufacturing. In each State longer hours prevailed in laundries than in 5-and-10-cent stores. In five States laundry hours were longer than those in general mercantile establishments.

[8] Cases where very few women were reported are omitted.

[9] In this section are considered only the nine States having sufficient numbers of women reported in manufacturing to justify a comparison.

Some women had a schedule of less than 48 hours in laundries in every State but one, in manufacturing in eight States, in general mercantile in six States, and in 5-and-10-cent stores in one State. In five States some women in manufacturing had a week of 60 hours or more, and in two States a few in laundries had a week of such length. The longest schedule for women in general mercantile establishments or in 5-and-10-cent stores was 55 and under 60 hours, and this applied to some women in three States in the former industry and to some in five States in the latter.

Hours prevailing.

The prevailing or most common hours—those reported for the largest group of full-time workers but not necessarily for a majority of all women reported in the State—were as follows:

Industry	Number of States in which the prevailing hours were—				
	Under 48	48	Over 48 and under 52	52 and under 55	55 and under 60
Manufacturing	1	1	3		4
General mercantile	1		6	2	
5-and-10-cent stores			5	1	3
Laundries	2		3	2	2

Earnings of full-time workers on different hour schedules.

Table XIX in the appendix shows for nine States the full-time workers in each type of industry who worked for the hour schedules fixed for the largest groups of women—100 or more—and the proportions of these in each hour group who earned under $10 and $15 or more.

In general mercantile establishments in five States the largest proportions of the women earning $15 or over were in the under-48-hour group or the 48-hour group, and in still another State they were in the group having the shortest schedule. This is practically the same situation that obtained in most States in the manufacturing industries.[10] In general mercantile establishments in Missouri and New Jersey earnings of as much as $15 were received by a much larger proportion of the women with a schedule of less than 48 hours than of those with the longest hours reported.

For women in 5-and-10-cent stores the prevailing schedule was over 48 and under 52 hours in every State but Tennessee, in which it was 52 and under 55. In Tennessee, under this longer schedule, the proportion of women earning $15 or more was smaller than in the States where the shorter hours were the rule.

In laundries, considerable groups of women had a schedule of over 48 and under 52 hours in three States, of 52 and under 55 in two, and of 55 and under 60 in one. In the case in which the hours were longest a smaller proportion earned $15 or over than in any other case with one exception. New Jersey was the only State in which considerable proportions of women were found at two different schedules, and $15 or over was earned by a larger proportion of those having the shorter than of those having the longer schedule.

On the whole, the data here discussed give unmistakable evidence of the tendency within each type of industry toward higher pay where the more reasonable hour schedules were the rule.

[10] See p. 52.

In general mercantile establishments in most States there was a larger proportion of women receiving $15 or over than in the manufacturing industries, in which longer hours usually prevailed.

Summary.

In both classes of stores the largest groups of women generally worked over 48 and under 52 hours. In manufacturing and in laundries there was great variety and no one hour group predominated.

In manufacturing and general mercantile establishments the women in the most common hour groups generally earned $15 or more, but in the other two industries they generally earned $10 and under $15. In two States close to three-fifths of the 5-and-10-cent-store employees with the most customary hours received less than $10.

There was a tendency in each type of industry for earnings to be higher where hours were more reasonable.

EARNINGS AND RATES

The proportion of the women reported who earned less than their rates was greatest in manufacturing in every State but 1, next high in laundries in all but 3 of the States, and lowest in general mercantile establishments in 10 States. These proportions in the four different types of industry ranged as follows:

Industry	Per cent of the women reported who earned less than their rates
Manufacturing	32.7 (Georgia) to 70.2 (Mississippi). Over 45 per cent in 6 States and Atlanta.
General mercantile	6.9 (South Carolina) to 20.2 (Rhode Island). Under 15 per cent in 7 States.
Laundries	9.7 (Georgia) to 48.2 (Alabama). Above 30 per cent or close to it in 6 States.
5-and-10-cent stores	13.0 (Mississippi) to 29.4 (Georgia). Over 20 per cent in 9 States.

The chart on page 100 shows for each State the extent to which the median of earnings varied from that of rates in the four types of industry. It makes clear the comparatively slight variation in 5-and-10-cent stores, the great irregularity in laundries, the considerable depression of earnings in manufacturing, and their rise above rates in general mercantile establishments in most States.

Table 20 gives the relation of the median of actual earnings to that of rates in the four types of industry in each State.

In the manufacturing industries the median of earnings almost invariably fell below that of rates, nearly 10 per cent below in Arkansas and 10 per cent or more below in Alabama, Mississippi, the city of Atlanta, and South Carolina.

In laundries, the median of earnings fell below that of rates in every State but Arkansas, where earnings were 1.4 per cent above rates. Earnings fell 9 per cent or more below rates in three States, Alabama, Ohio, and South Carolina. In 5-and-10-cent stores earnings fell below rates in every State but Mississippi—the State having the lowest median rate—but in no case by as much as 7 per cent.

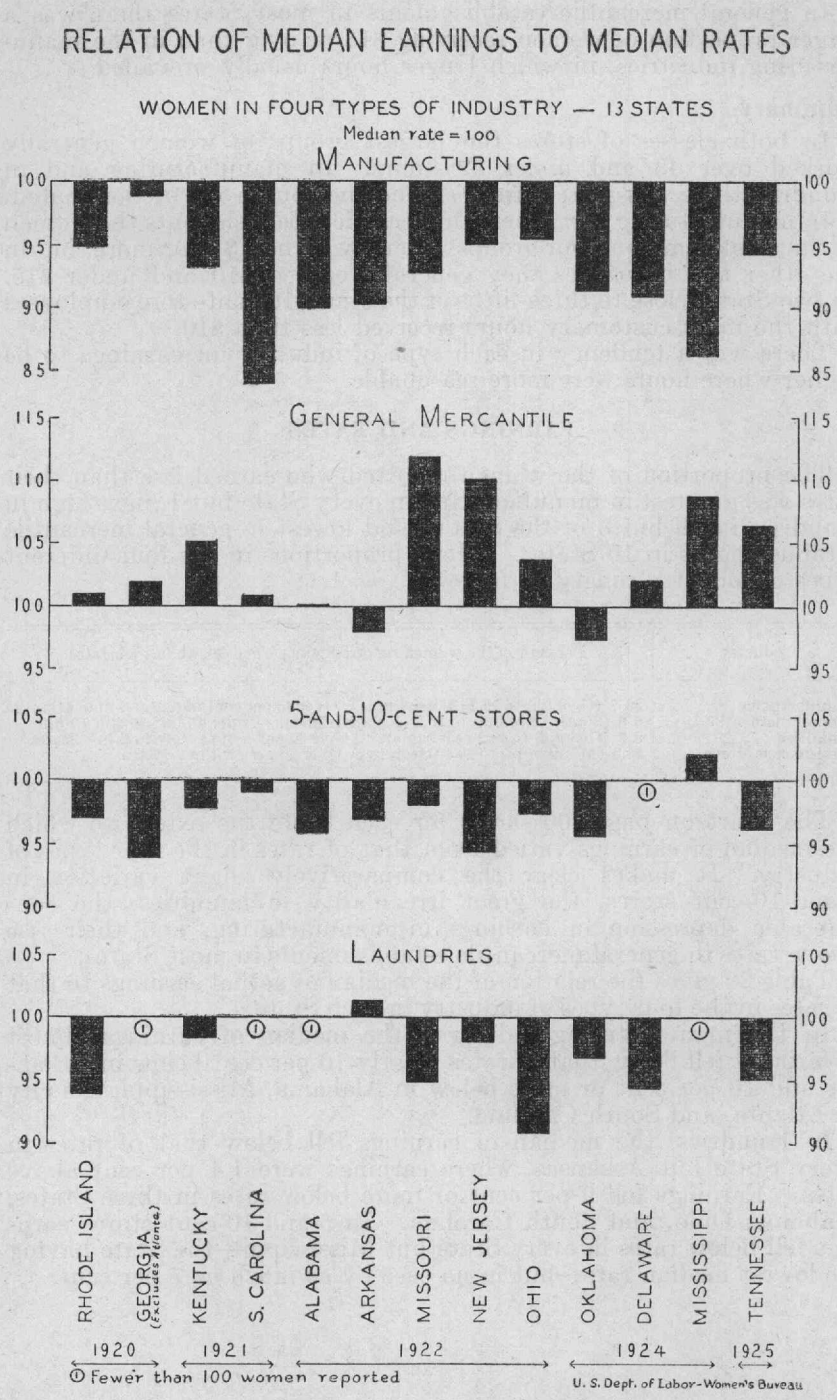


TABLE 20.—*Comparison of rates and earnings, by four types of industry and by State—white women*

State	Manufacturing				General mercantile establishments				5-and-10-cent stores				Laundries			
	Number of women	Median of the rates	Median of the earnings	Per cent by which the median of the earnings was above (+) or below (−) that of the rates	Number of women	Median of the rates	Median of the earnings	Per cent by which the median of the earnings was above (+) or below (−) that of the rates	Number of women	Median of the rates	Median of the earnings	Per cent by which the median of the earnings was above (+) or below (−) that of the rates	Number of women	Median of the rates	Median of the earnings	Per cent by which the median of the earnings was above (+) or below (−) that of the rates
Alabama	514	$9.23	$8.31	−10.0	742	$12.43	$12.44	+0.1	179	$8.44	$8.08	−4.3	56	$12.09	$11.00	−9.0
Arkansas	168	11.62	10.50	−9.6	624	15.45	15.11	−2.2	130	9.71	9.41	−3.1	183	10.30	10.44	+1.4
Delaware	117	10.84	9.86	−9.0	339	11.44	11.68	+2.1	94	9.94	9.64	−3.0	185	9.71	9.17	−5.6
Georgia:																
Atlanta	300	12.21	10.61	−13.1	354	15.34	16.17	+5.4					61	15.03	14.61	−2.8
Other places	893	12.24	12.09	−1.2	383	13.91	14.18	+1.9	187	9.82	9.22	−6.1	31	12.42	12.25	−1.4
Kentucky	2,407	11.36	10.60	−6.7	753	10.97	11.54	+5.2	197	8.88	8.68	−2.3	344	10.89	10.71	−1.7
Mississippi	242	8.71	7.51	−13.8	369	13.48	14.68	+8.9	193	8.22	8.39	+2.1	57	10.04	9.88	−1.6
Missouri	1,259	12.77	11.85	−7.2	1,850	12.89	14.42	+11.9	394	10.10	9.90	−2.0	416	12.53	11.89	−5.1
New Jersey	973	12.65	12.03	−4.9	1,844	15.37	16.92	+10.1	274	12.24	11.56	−5.6	354	11.80	11.56	−2.0
Ohio	1,576	15.08	14.38	−4.6	3,198	14.07	14.62	+3.9	342	10.80	10.51	−2.7	262	13.30	12.07	−9.2
Oklahoma	160	13.89	12.70	−8.6	609	17.90	17.42	−2.7	313	9.76	9.33	−4.4	608	12.09	11.69	−3.3
Rhode Island	1,446	16.94	16.07	−5.1	723	13.16	13.27	+.8	154	12.29	11.92	−3.0	139	12.54	11.78	−6.1
South Carolina	1,191	10.67	8.94	−16.2	288	15.42	15.56	+.9	143	8.95	8.86	−1.0	27	12.25	10.75	−12.2
Tennessee	1,994	11.36	10.71	−5.7	1,159	13.55	14.42	+6.4	310	9.52	9.17	−3.7	327	9.41	8.95	−4.9

In general mercantile establishments a different situation obtained. The median of earnings rose above that of rates in all but two States—in three cases by 8 per cent or more. This may be attributed chiefly to the payment of sales commissions, a practice the extent of which may be seen from Table 21.

TABLE 21.—*Variations between earnings and rates of full-time workers receiving and not receiving a sales commission in general mercantile firms, by State—white women*

State	Number of women whose earnings and rates were reported	Per cent by which median of the earnings was above (+) or below (−) that of the rates	Women who received no commission				Women who received a commission			
			Number reported	Number who earned—			Number reported	Number who earned—		
				Less than rate	Same as rate	More than rate		Less than rate	Same as rate	More than rate
Alabama	742	+0.1	674	102	571	1	68	2	--------	66
Arkansas	624	−2.2	603	105	497	1	21	3	--------	18
Delaware	339	+2.1	287	20	267	--------	52	4	--------	48
Georgia:										
Atlanta	354	+5.4	235	20	215	--------	119	5	--------	114
Other places	383	+1.9	312	50	261	1	71	6	1	64
Kentucky	753	+5.2	595	116	476	3	158	8	--------	150
Mississippi	369	+8.9	273	53	220	--------	96	3	--------	93
Missouri	1,850	+11.9	738	147	591	--------	1,112	91	5	1,016
New Jersey	1,844	+10.1	657	69	577	11	1,187	72	--------	1,115
Ohio	3,198	+3.9	2,146	468	1,675	3	1,052	74	7	971
Oklahoma	609	−2.7	578	93	483	2	31	--------	--------	31
Rhode Island	723	+.8	366	65	301	--------	357	81	--------	276
South Carolina	288	+.9	231	19	212	--------	57	1	--------	56
Tennessee	1,159	+6.4	832	103	715	14	327	20	1	306

In eight States, from about 20 per cent to over 64 per cent of the women for whom rates and earnings were reported in general mercantile establishments received commissions. Although the number of women receiving commissions does not bear a consistent relation to the proportional rise of earnings above rates, commissions were received by considerably more than one-half of the women in general mercantile establishments in the States in which earnings rose highest above rates, Missouri and New Jersey. Of the women who received no commissions, few earned more than their rates and a very large proportion in every State earned the same as the rate.

Unpublished data show that in six States some of the women in laundries were given a bonus or commission. In four of these the women receiving such payment formed from 20 to 24 per cent of those reported. Nearly all the women in laundries who received a bonus or commission earned more than their rates. In 5-and-10-cent stores only 100 women received commissions and 93 of these were in one State.

Summary.

The median of the earnings was below that of the rates in all States in manufacturing and in all States but one in laundries and in 5-and-10-cent stores. In the 13 States, median earnings were 5 per cent or more below rates in 10 States in manufacturing, in 6 States in laundries, and in only 2 States in 5-and-10-cent stores.

In general mercantile establishments, on account of sales commissions, earnings exceeded rates in all but two States. Only 100 women in 5-and-10-cent stores received commissions and 93 of these were in one State.

EARNINGS AND AGE

Table XX in the appendix shows the age distribution and the progression in earnings of women in stores and laundries.

In general mercantile establishments women 20 and under 25 formed the largest group in 10 States, those of 30 and under 40 in the other three States. In every State but Kentucky there were smaller proportions of women under 20 in general mercantile establishments than in the other industries. In Kentucky the smallest proportion under 21 were in laundries.

With few exceptions, and these all in laundries, earnings progressed at least as far as, and usually beyond, the age group having the most women, but the advance was not in proportion to the increase in age. In general mercantile the highest median was that of women of 30 and under 40 in five States, of 40 and under 50 in six, and of 50 and under 60 in two. Missouri was the only State in this industry in which the women with the highest median formed also the largest age group, but in nine of the other States the group with the highest median contained from approximately 15 per cent to much more than 15 per cent of the women reported.

The age of highest median earnings in general mercantile establishments was above that in manufacturing in eight States reported, the same as in manufacturing in three States. In only five States were more than 10 per cent of the women above the age of highest median earnings even though in five States the decline came as early as 40 and under 50 years. This indicates that women are able to maintain their earning power to a later age in general mercantile establishments than is possible in manufacturing, and that advancing age presents less serious problems in the former than in the latter type of industry.

In 5-and-10-cent stores the chief group usually was of very young women. In six States 16 and under 18 was the prevailing age, in two States 18 and under 20, and in one State—Alabama—the same proportion was found at 16 and under 18 and at 18 and under 20. Women of 20 and under 25 formed the chief group in three States—Arkansas, Mississippi, and Tennessee. In every case more than 40 per cent of the women were under 20.

The age group with the highest median earnings in 5-and-10-cent stores was 20 and under 25 in all States but three—Tennessee, where it was 25 and under 30, and Ohio and Kentucky, where it was 30 and under 40. In two States women who had the highest median formed also the largest group, and in seven States the group with the highest median had more than one-fifth of the women reported. In only one State were more than 10 per cent of the women reported above the age at which the highest median had been reached. Very few women in any State were as old as 40, and only in six States were as many as 10 per cent 30 or more.

Data sufficient to form some basis of analysis of the laundry situation existed in eight States. In six of these the prevailing age was 30 and under 40, in one 40 and under 50—older than the chief group in general mercantile establishments in five States. In Delaware the chief group was composed of the youngest women—those 16 and under 18 years of age. In every State reported there was a smaller proportion of women under 20 than in 5-and-10-cent stores. In seven States a larger proportion were under 20 than was the case in general

mercantile establishments. In Missouri and Oklahoma the group having the highest median contained the largest proportion of women, and in five other States more than 10 per cent of those reported were in the group with the best earnings.

In laundries the highest median ordinarily was for women younger than the group with the highest median in general mercantile establishments. In four States the women in laundries with the highest median were younger than the corresponding group in manufacturing; in two they were of the same ages. Those of 20 and under 25 had the highest median in three States, of 25 and under 30 in three, of 30 and under 40 in two.

Laundries differed from the other types of industry in that in five States the women who had the highest medians were below the chief group in age. It follows that ordinarily very large proportions—from about 30 to over 60 per cent—were above the age of the group having the best earnings. In several States earnings for these women showed an almost continuous decline with every group large enough for the computation of a median. So far as the movement of her earnings is concerned, the condition of the laundry worker appeared less favorable with advancing age than that of the women in manufacturing.

Summary.

The women forming the largest group were 16 and under 18 years of age in 5-and-10-cent stores in 6 States, 20 and under 25 in general mercantile establishments in 10 States, 30 and under 40 in laundries in 6 States. In 5-and-10-cent stores more than 40 per cent of the women in each State were under 20. In laundries 20 to 24 per cent in three of the eight States and 51 per cent in another, were under 20. In general mercantile establishments usually smaller proportions of women were under 20 than was the case in 5-and-10-cent stores or laundries.

The group of women having the highest median earnings in 5-and-10-cent stores were 20 and under 25 in all but three States, in laundries were 20 and under 25 in three States and 25 and under 30 in three, and in general mercantile establishments were 30 and under 40 in five States and 40 and under 50 in six. In 5-and-10-cent stores the age group with the highest median contained from 20 to 42 per cent of the women reporting in 10 States, in laundries from 15 to about 29 per cent in 5 States, and in general mercantile establishments from 15 to 25 per cent in 9 States.

In general mercantile establishments more than 10 per cent of the women in five States were above the age at which the median earnings reported were the highest. In only one State in 5-and-10-cent stores were more than 10 per cent of the women above the age group having the highest median, but very few women in any State were as old as 40 and in only six States were as many as 10 per cent as old as 30. In laundries the situation appeared to be a serious one: In six States the highest median was for women less than 30, and from about 30 to over 60 per cent of the women reported were in older groups whose earnings were declining in nearly every case.

The general situation in regard to earnings and age in the four types of industry is shown in the summary following.

Industry	Number of States reported	Age of chief group of women in most States	Group for which highest median earnings were reported in most States		Per cent of women with median earnings reported who were above age of highest earnings
			Age group	Per cent of women	
General mercantile	13	20 and under 25 in 10 States.	30 and under 40 in 5 States, 40 and under 50 in 6 States.	Over 10 per cent, or practically that, in 11 States.	Over 10 per cent in 5 States.
Manufacturing	11	20 and under 25 in 10 States.	25 and under 30 in 4 States, 30 and under 40 in 6 States.	Over 15 per cent, or practically that, in 10 States.	Over 10 per cent in every State but 1.
5-and-10-cent stores	12	16 and under 18 in 7 States,[1] 18 and under 20 in 3 States,[1] 20 and under 25 in 3 States.	20 and under 25 in 9 States.	Over 20 per cent in 9 States.	Less than 10 per cent in 11 States.
Laundries	8	30 and under 40 in 6 States.	20 and under 25 in 3 States, 25 and under 30 in 3 States.	Over 10 per cent in 5 States.	From about 30 to over 60 per cent in 7 States.

[1] In 1 State there were the same number of women in the 16-and-under-18 as in the 18-and-under-20 group.

EARNINGS AND EXPERIENCE

The proportions of the women who had been in the trade 10 years or longer differed considerably in the three types of industry under discussion. In general mercantile establishments from about 20 to 29 per cent of the women in 11 States had been in the trade for at least 10 years. In eight States more women in this industry than in manufacturing had worked as long as this. In 5-and-10-cent stores, none of the women reported in four States and fewer than 5 per cent in each of the other nine States had been in the trade as long as 10 years. In seven of the eight States from which data on laundries were sufficient to be included, from 14 to 25 per cent of the women had at least 10 years of experience. In six of these, a smaller proportion in laundries than in general mercantile establishments had worked for as long as 10 years. In four of the six States reporting on both types of industry, a larger proportion of women in laundries than in manufacturing industries had been at work so long.

Table 22 shows the increase of the maximum earnings of full-time workers over earnings at less than one year's experience in the industries under consideration, and the length of time required to reach the maximum.

In general mercantile establishments in 9 of the 13 States the maximum median reported was that of women with the most experience—15 years or more. In the four States in which some women had been in the trade longer than those with the highest median reported, these ordinarily formed larger proportions than did the women in the corresponding situation in the chief manufacturing industries.[11]

[11] Comparisons made in this section with the chief manufacturing industries refer to those reported in Table 18, p. 85.

TABLE 22.—*Increase in earnings with increased experience, white full-time workers in three types of industry, by State*[1]

Industry and State	Median of the earnings of women having—		Per cent increase of maximum over earliest median	Years of experience of women having maximum
	Less than 1 year's experience	Maximum reported		
General mercantile:				
Alabama	$8.71	$20.20	100.9	15 and over.
Arkansas	11.50	20.11	74.9	Do.
Delaware	9.70	15.50	59.8	Do.
Georgia [1]	12.20	18.90	54.9	5 and under 10.
Kentucky	9.05	16.17	78.7	10 and under 15.
Missouri	12.64	19.19	51.8	15 and over.
New Jersey	14.00	26.07	86.2	Do.
Ohio	12.64	18.30	44.8	10 and under 15.
Oklahoma	10.94	22.08	101.8	15 and over.
Rhode Island	12.95	15.92	22.9	Do.
South Carolina	11.50	17.58	52.9	5 and under 10.
Tennessee	9.83	18.40	87.2	15 and over.
5-and-10-cent stores:				
Alabama	8.04	8.93	11.1	2 and under 3.
Arkansas	8.80	10.00	13.6	1 and under 2.
Delaware	9.43	10.06	6.7	Do.
Georgia [1]	9.50	10.39	9.4	2 and under 3.
Kentucky	8.61	9.00	4.5	1 and under 2.
Mississippi	8.35	8.67	3.8	Do.
Missouri	9.69	12.50	29.0	5 and under 10.
New Jersey	10.97	12.60	14.9	2 and under 3.
Ohio	10.27	12.29	19.7	5 and under 10.
Oklahoma	9.07	10.08	11.1	1 and under 2.
Rhode Island	10.81	12.60	16.6	Do.
South Carolina	8.42	9.63	14.4	2 and under 3.
Tennessee	9.35	9.81	4.9	Do.
Laundries:				
Arkansas	10.43	10.77	3.3	5 and under 10.
Delaware	9.00	10.00	11.1	1 and under 2.
Kentucky	9.46	12.25	29.5	5 and under 10.
Missouri	10.50	16.50	57.1	10 and under 15.
New Jersey	12.31	16.50	34.0	15 and over.
Ohio	12.25	15.05	22.9	5 and under 10.
Oklahoma	11.08	16.17	45.9	15 and over.
Tennessee	8.58	13.50	57.3	5 and under 10.

[1] Exclusive of Atlanta.

In every State the maximum earnings in 5-and-10-cent stores were received by women having had much less experience than had those who earned the largest amounts in general mercantile establishments—1 and under 2 years in six States, 2 and under 3 in five, and 5 and under 10 in two. This usually was shorter than the time worked by those earning the maximum in laundries and manufacturing, but the resulting earnings were correspondingly smaller. In two of the four States in which the maximum median was highest—between $12 and $13—the period at which it was reached was a longer one than in the other States, being 5 and under 10 years.

While in every State but one some of the women reported had worked longer than had the group with the highest median, there was in no case a sufficient number of these in any single experience group for the computation of a median.

The experience required to reach the group having the highest median[12] in laundries was 5 and under 10 years in four States, 15 years and over in two. It was longer in laundries than in 5-and-10-cent stores in every case but two, in which it was the same; with but two exceptions it was shorter than in general mercantile establishments. In the cases in which comparisons could be made, the period

[12] Certain qualifications must be borne in mind in reading this. See footnote 29 on p. 74.

of experience in which the highest median was reached in laundries usually was the same or was shorter than that of the corresponding group in the chief manufacturing industries.

In three States some of the women reported in laundries had worked longer than had the group with the highest median reported.

Summary.

The data in regard to earnings and experience may be summarized as follows:

Industry	Median of the earnings of women having—		Per cent increase of maximum over earliest median	Years of experience of women having maximum
	Less than 1 year's experience	Maximum reported		
General mercantile	$8.71 to $14.00	$15.50 to $26.07	22.9 to 101.8	15 and over in 8 of 12 States.
Laundries	8.04 to 10.97	8.67 to 12.60	3.8 to 29.0	1 and under 2 in 6 of 13 States, 2 and under 3 in 5.
5-and-10-cent stores	8.58 to 12.31	10.00 to 16.50	3.3 to 57.3	5 and under 10 in 4 of 8 States.

On the whole, and judging by group medians, the experience required to reach the highest earnings was long in general mercantile establishments, short in 5-and-10-cent stores. In laundries it ordinarily was shorter than in the former, longer than in the latter.

The longest experience did not always mean the highest earnings. Women with more experience than that of the group with the highest median earnings reported formed considerable proportions in general mercantile establishments in four States. There were some such women in 5-and-10-cent stores in every State but one, and some in laundries in three States.

EARNINGS AND NATIVITY

Foreign-born women were reported in numbers sufficiently large to compute a median in general mercantile establishments in four States, in 5-and-10-cent stores in two, and in laundries in three. The summary following shows the numbers and the median earnings of foreign-born women in these types of industry and in manufacturing.

State and industry	Foreign-born women		Median earnings of—	
	Number	Per cent	Native white women	Foreign-born women
Missouri:				
Manufacturing	451	7.7	$12.54	$13.50
General mercantile	55	3.8	14.82	14.83
New Jersey:				
Manufacturing	1,542	23.5	15.09	16.12
General mercantile	58	13.6	17.53	17.29
5-and-10-cent stores	18	12.2	11.78	12.17
Laundries	68	16.2	13.77	11.40
Ohio:				
Manufacturing	1,931	17.1	15.51	15.66
General mercantile	104	5.9	14.60	14.40
Laundries	64	9.7	12.62	12.71
Rhode Island:				
Manufacturing	317	27.0	18.40	18.65
General mercantile	47	13.8	13.52	13.08
5-and-10-cent-stores	19	17.0	12.17	12.83
Laundries	35	54.7	12.50	12.07

In manufacturing and 5-and-10-cent stores the median for foreign-born women was above that for native women in every case. In general mercantile establishments and laundries it usually was below.

Very few women in the 5-and-10-cent stores were foreign born. In Rhode Island 19 of the 112 women reporting their nativity, and in New Jersey 18 of the 148, had been born abroad. No other State had as many as 5 per cent so reported.

In general mercantile establishments from 22 to 38 per cent of the foreign-born women in three States were Russians, and their medians were considerably above those of all foreign-born women in this industry. In the other State—Rhode Island—34 per cent were Canadians, and these also had a median above that of all foreign-born women in the State.

In laundries the nativity of the prevailing group was different in each State. In Ohio, Germans formed one-fourth of the group, and their median was above that of all foreign-born women. In New Jersey, women of Irish nativity prevailed; and in Rhode Island, Portuguese. They formed, respectively, over one-third and nearly three-fourths of all foreign-born women in the industry, and in each case had a median below that of all who were foreign born.

PART VI.—WEEK'S EARNINGS AT AN EARLIER PERIOD

In seven States earnings were secured for a week that was in most cases approximately a year earlier than the main period of study, and the results have been tabulated for the chief industries in the States in question. Consideration of these figures gives some check upon whether the discussion in earlier pages of this report has taken accurate account of the business fluctuations of the times, and makes it possible to indicate with greater certainty to what extent the level of earnings that has been presented may be considered fairly typical of the amounts women are likely to receive in a given State or industry.

MEDIAN OF THE WEEK'S EARNINGS OF ALL WORKERS

When the medians of the earnings reported for the various studies—at whatever date and including both the early and the late week in the States for which both were taken—are arranged in chronological order, there is discernible in the figures no consistent movement that can be attributed entirely to the period of study, whatever the type of industry considered. The dates of the highest and the lowest medians found for the white women reported were as follows:

Type of industry	Highest median earnings		Lowest median earnings	
	Date	State	Date	State
Manufacturing	October, 1920	Rhode Island	December, 1923	Mississippi.
General mercantile	April, 1924	Oklahoma	May, 1921	Kentucky.
5-and-10-cent stores	October, 1920	Rhode Island	December, 1923	Mississippi.
Laundries	November, 1920	South Carolina	December, 1923	Do.

Very decided differences appeared in the figures for the early and late weeks in some of the States, and these testified to the special periods of depression or prosperity noted earlier in the study. The following summary shows for the four types of industry the per cent by which the median for the late-pay-roll week was above or below that for the early week in each of the seven States.

State	Year of pay rolls		Per cent by which median of the earnings for all women on the late pay rolls was above (+) or below (−) that for all women on the early pay rolls			
	Early	Late	Manufacturing	General mercantile	Laundries	5-and-10-cent stores
Georgia	1920	1920–21	−7.3	+11.7	−9.7	+7.3
Kentucky	1920–21	1921	−7.9	+.6	+.9	−8.1
South Carolina	1920	1921	−34.7	+.1	−25.3	−6.1
Alabama	1921	1922	+1.0	−1.3	−14.6	−6.7
Missouri	1920–21	1922	−4.6	+2.9	−5.8	−12.6
Delaware	1923	1924	−17.6	−5.2	−3.4	+4.7
Mississippi	1923	1924	+1.8	−.1	+9.6	+6.7

A total of over 1,000 women was reported in each of the following manufacturing industries: Cotton, knit goods, cigars, tobacco, shoes, and overalls. The per cent by which the late-week median had risen or declined from that of the early week, in any of these industries in which the difference was more than 5 per cent, was as follows:

Year	State	Month of late pay roll [1]	Industry	Per cent change in median
1920	Georgia	August	Overalls	+10.3
	do	October	Cigars	+50.7
1921	do	February	Cotton	−12.2
	Kentucky	October	Cigars	−16.3
	South Carolina	do	do	−33.2
	Kentucky	do	Tobacco	−5.4
	South Carolina	November	Cotton	−35.6
	do	do	Knit goods	−16.8
1922	Alabama	February	do	−8.4
	Missouri	April	Tobacco	−15.5
	do	May	Overalls	+9.8
1924	Delaware	August	Knit goods	−16.1
	do	September	Cigars	−6.2

[1] In most cases the change noted was from the same or a similar month in the year preceding; in Missouri the intervening period was 15 or 16 months and for Georgia industries it was in some cases considerably less than a year.

This summary shows again the periods of depression and indicates that the effects tended to be more extreme in some industries and in some localities than in others.

FULL-TIME WORKERS

Considering the proportion of full-time workers in every week reported, the range within each of the four types of industry was as follows:

Type of industry	Greatest per cent on full time			Least per cent on full time		
	Per cent	Date	State	Per cent	Date	State
Manufacturing	66.3	July to September, 1923.	Delaware	22.1	February, 1921	Alabama.
General mercantile.	92.0	November, 1921	South Carolina	78.2	January, 1921	Missouri.
5 - and - 10 - cent stores.	84.4	October, 1920	Rhode Island	61.9	November, 1920	South Carolina.
Laundries	77.0	December, 1924	Mississippi	42.9	September, 1922	Ohio.

According to the figures in Table XXI in the appendix and additional unpublished data, in every instance but one the smallest proportion of full-time workers was in manufacturing, and in every case but two the largest was in general mercantile establishments. Usually there were larger proportions in 5-and-10-cent stores than in laundries. In all but 4 of the 20 cases reported in manufacturing, fewer than half of the women were full-time workers. In the other types of industry more than half worked full time, except in three cases in laundries. With few exceptions, more than 60 per cent of the women in laundries were full-time workers, more than 70 per cent of those in 5-and-10-cent stores, and more then 80 per cent of those in general mercantile establishments.

The inclusion of the early-week data tends to bear out the findings that have been discussed in this study as to the relative position of the four types of industry in proportion of full-time workers, and as to the effect that differences in period of study or of locality may have upon the extent of full-time work. If each year be considered separately, the data on full time in all the weeks given bear further testimony to the depressed condition in 1921 and the recovery that took place within 1922.

In all manufacturing the data for three States show, by a drop of more than 10 points either in earnings or in proportion of workers on full time, the marked effect of the depression in 1921, not yet overcome by early 1922, and indicate also a condition of instability in the two States studied in the second half of 1924.

Full-time workers in the chief manufacturing industries in all weeks reported.

If the proportions of full-time workers in six chief industries are shown for all weeks reported, the range is found to be as follows:

Industry	Greatest per cent on full time			Least per cent on full time		
	Per cent	Year	State	Per cent	Year	State
Overalls	78.6	1921	Alabama	0.0	1922	Alabama.
Shoes	58.8	1920	Kentucky	33.9	1921	Kentucky.
Cotton	69.0	1922	New Jersey	18.3	1921	Alabama.
Knit goods	57.7	1921	South Carolina	5.2	1921	Do.
Cigars	79.5	1920	Georgia	52.4	1920	Kentucky.
Tobacco	65.6	1925	Tennessee	38.8	1921	Do.

However, no generalization can be made as to the year in which the greatest or the least degree of full time was worked in the six chief manufacturing industries reported.

Table XXII in the appendix shows the variations from early to late week in the proportions and the earnings of full-time workers in these six manufacturing industries. The changes in median earnings from early to late week in cases in which the difference was greater than 5 per cent were as follows:

Year	State	Month of late pay roll [1]	Industry	Per cent change in median
1920	Georgia	August	Overalls	+9.0
	do	October	Knit goods	+8.9
	do	do	Cigars	+30.2
1921	do	February	Cotton	−9.6
	Kentucky	October	Shoes	−6.4
	do	do	Cigars	−30.4
	do	do	Tobacco	−6.4
	South Carolina	do	Cigars	−15.8
	do	November	Cotton	−36.8
	do	do	Knit goods	−32.9
1922	Alabama	February	Cotton	−13.6
	Missouri	April	Tobacco	−6.9
	do	May	Overalls	−12.8
1924	Delaware	August	Knit goods	−9.6
	Mississippi	December	Cotton	−10.6

[1] In most cases the change noted was from the same or a similar month in the year preceding; in Missouri the intervening period was 15 or 16 months and for Georgia industries it was in some cases considerably less than a year.

For general mercantile establishments the proportions of women who had worked full time in the early and in the late week differed but slightly in most States, the greatest difference being about six points in one State between weeks in an early month of 1921 and of 1922. Median earnings of full-time workers in the late week differed from those in the early week by less than 5 per cent, except in one case in 1920 in which the median for October rose 17.3 per cent above that for April of the same year.

In 5-and-10-cent stores, likewise, the differences between early and late weeks in proportions of full-time workers usually were not great, but in one State the per cent was about 21 points higher in 1921 than in 1920. In this industry and in laundries the differences in median earnings in the early and late week were irregular. The cases in which the late-week median showed the greatest decline from that of the early week in these two industries were all in the depressed period of late 1921 and early 1922.

EARNINGS AND HOURS WORKED

The data on the proportions of full-time workers who had worked for the longer hour periods reported in the early and late weeks may be summarized as follows:

Early week	Late week	State	Change from early to late week in proportion of women working hours specified	
			Hours	Change in per cent of women
February to May, 1920.	August, 1920, to February, 1921.	Georgia	Over 48 and under 52	Increase of about 2 points.
			52 and under 55	Increase of about 3 points.
			55 and over	Decrease of about 5 points.
September to November, 1920.	October, November, 1921.	Kentucky	Over 48 and under 52	Increase of about 13 points.
			52 and under 55	Decrease of nearly 5 points.
			55 and over	Increase of about 1 point.
October, November, 1920.	do	South Carolina.	52 and under 55	Decrease of less than 1 point.
			55 and over	Decrease of about 1 point.
February, 1921	February, 1922	Alabama	Over 48 and under 52	Decrease of nearly 17 points.
			52 and under 55	Increase of nearly 6 points.
			55 and over	Increase of nearly 20 points.
November, 1920, January, 1921.	April, May, 1922	Missouri	Over 48 and under 52	Decrease of over 4 points.
			52 and under 55	Increase of about 6 points.
July to September, 1923.	August, September, 1924.	Delaware	Over 48 and under 52	Increase of nearly 3 points.
			52 and under 55	Decrease of about 1 point.
			55 and over	Decrease of about 2 points.
December, 1923	December, 1924	Mississippi	52 and under 55	Increase of over 20 points.
			55 and over	Decrease of about 24 points.

The hour changes noted in the foregoing were comparatively slight in five States but were very considerable in the other two. In Alabama there had been a heavy increase from February, 1921, to February, 1922, in the group working 55 hours and over, and in Mississippi all the full-time workers reported in December, 1923, had worked 55 hours or longer, but in December, 1924, about one-fourth of those reported had worked less than 55 hours. In these respective States median earnings had risen 1.0 and 1.8 per cent from the early to the late week, but their late-week medians were lower than those of any other State reported.

EARNINGS OF TIMEWORKERS AND PIECEWORKERS

The proportions of pieceworkers in manufacturing in the early and the late weeks differed by less than eight points in each State, by less than five points in every State but Kentucky and Delaware. In both early and late week, the largest proportions of pieceworkers were in Delaware, Alabama, and South Carolina.

The greatest variations from early to late week in the median earnings of timeworkers and pieceworkers were in South Carolina, where for each class of workers the 1921 median was more than 30 per cent below that for 1920. In Kentucky in the same years there was a drop of almost 15 per cent in pieceworkers' and of 9 per cent in timeworkers' median. In the proportion of rise or decline of median earnings from early to late week, pieceworkers differed little from timeworkers except in Delaware, in which such a large proportion of the women were on the piece system. In that State pieceworkers' earnings had fallen 19 per cent from 1923 to 1924, while those of timeworkers had risen 1.2 per cent. In manufacturing, the proportions of the early-week and the late-week workers under each of the two systems who had earnings at the lowest and at the highest ranges may be considered from the following summary for five States in which both early and late weeks were taken in 1920, 1921, or 1922:

State	Per cent of timeworkers earning—				Per cent of pieceworkers earning—			
	Under $8		$15 and over		Under $8		$15 and over	
	Early week	Late week	Early week	Late week	Early week	Late week	Early week	Late week
Georgia	20.2	6.3	32.6	45.8	17.6	4.1	45.2	62.3
Kentucky	18.0	11.4	19.8	19.2	18.1	14.4	38.9	23.0
South Carolina	20.3	6.5	34.0	10.7	18.6	12.0	49.3	28.7
Alabama	49.5	16.0	11.0	10.1	46.6	18.9	8.2	15.2
Missouri	16.1	2.9	30.4	31.0	16.4	4.0	43.1	54.5

In each of the five States reported in this summary, smaller proportions of timeworkers in the late than in the early week earned under $8; in one there was a difference of over 30 points, in three others differences of more than 10 points. For pieceworkers also, smaller proportions in the late than in the early week earned under $8, but the differences between early and late week were not so great as in the case of timeworkers.

The difference between the early and the late week in the per cent of timeworkers earning $15 and over was less than 1 point in three of the five States. The others were Georgia, in which the per cent at $15 and over was 1.3 points higher in the late week than in the early week, and South Carolina, in which it was 23 points higher in the early week than in the late week. In every case but one the earnings of pieceworkers in this higher-earnings group varied more from the early to the late week than did those of timeworkers.

In laundries there were a few pieceworkers in three States, and the proportions in the early and the late week differed by less than 4 points in each case. For timeworkers the percentage rise or decline in the median earnings in laundries from the early to the late week

differed from the corresponding change in manufacturing by less than 9 points except in Alabama, in which the median for laundry workers had declined 15 per cent from February, 1921, to February, 1922, while that in manufacturing had risen 3.6 per cent.

EARNINGS AND RATES

The median of earnings fell below that of rates in both early and late weeks in every case but one, as appears in the following:

State	Early week		Late week	
	Year	Per cent by which median of earnings differed from that of rates	Year	Per cent by which median of earnings differed from that of rates
Georgia	1920	+0.2	1920–21	−1.2
Kentucky	1920	−3.8	1921	−6.7
South Carolina	1920	−19.3	1921	−16.2
Missouri	1920–21	−13.6	1922	−7.2
Alabama	1921	−18.6	1922	−10.0
Delaware	1923	−3.2	1924	−9.0
Mississippi	1923	−21.2	1924	−13.8

As to the degree of variation, little distinction can be made between the years. In two cases in which the late week was in 1921[1] and in one in which it was in 1924, the median of earnings at that time fell farther below that of rates than in the early week in the same State. In 1921 and 1924 in one case each and in 1922 in two cases earnings did not fall so far below rates in late weeks as in the corresponding early weeks.

Medians of rates and of earnings showed the following changes from the early to the late week:

State	Date of late week	Per cent by which median for late week differed from that of early week	
		Rates	Earnings
Georgia	1920–21	−6.4	−7.7
Kentucky	1921	−5.7	−8.5
South Carolina	1921	−33.8	−31.2
Missouri	1922	−14.8	−8.4
Alabama	1922	−6.3	+3.6
Delaware	1924	−5.7	−11.4
Mississippi	1924	−6.5	+2.3

It will be seen that the fall in earnings from early to late week was greater than that in rates in three cases and less in two cases, and that in Alabama in 1922 and Mississippi in 1924 earnings had risen somewhat from the early to the late week, though rates had fallen.

If the chief industries be considered in all weeks reported, it is found that earnings fell more than 10 per cent below rates in six out of eight cases in cotton, in five out of eight in knit goods, in two out of four in

[1] One of these two cases is Georgia, for which some information was taken in 1920. However, most of the women were in cotton, taken about equally in 1920 and 1921.

shoes, in one out of six in overalls; but in cigars the greatest difference was only 7.1 per cent. In every year earnings were farther below rates in cotton than in any other industry, and in four of the six years the least variation was in cigars or tobacco. The differences between earnings and rates in the chief industries were considerable in three cases in 1921 and were very small in two cases.

Changes from early to late weeks in the median of earnings in these industries as compared with changes in the corresponding rates give little consistent indication as to the period of study, but rather emphasize the fact that such conditions are very likely to be brought about by particular situations that may have obtained in a given industry or locality at the time taken.

SUMMARY

In seven States data were secured on earnings in a week earlier than the main period of study. If the medians of earnings for every week taken be arranged in chronological order, there appears no consistent movement in all weeks that may be referred entirely to the period of study. However, considerable differences from early to late week existed within certain States, showing the effects of the special periods of depression or prosperity noted earlier in the study, and indicating that these effects were more extreme in some industries and localities than in others.

In 16 of the 20 cases for which data are available in manufacturing, less than half the workers were on full time; in the other three types of industry more than half were on full time except in three cases in laundries. In laundries over 60 per cent of the women were full-time workers in all but 4 cases, in 5-and-10-cent stores over 70 per cent in all but 3 cases, and in general mercantile establishments over 80 per cent in all but 3 cases. Thus the inclusion of the early week figures shows the standing of the three types of industry in proportion of full-time workers to be much the same as that shown earlier in the report. The largest proportion of full-time workers was in cigar factories in four of the six years reported, the smallest was in cotton in three years, in knit goods in two. At least half the workers in cigars in every instance reported, in knit goods in 5 of 11 cases, and in overalls in 4 of 7, were full-time workers. A comparison of earnings of full-time workers in the early with those in the late week gives further testimony to the industrial conditions already discussed, and shows their bearing upon particular States or industries somewhat more clearly than does that section of the report confining itself to data for the main period of study.

In only two of the seven States—Alabama and Mississippi—did the hours vary appreciably from the early to the late week. In Alabama there was a heavy increase from early 1921 to early 1922 in the group working 55 and under 60 hours, in Mississippi a decrease in hours from 1923 to 1924. The changes in median earnings had been slight in each case, but these States had lower medians both in the late and in the early week than had any other State reported.

The proportions of pieceworkers in manufacturing in the early and the late weeks taken differed by less than 8 points in each State, by less than 5 points in every State but two. In per cent rise or decline in median earnings from early to late week, pieceworkers differed little from timeworkers, except in the State having the largest proportion of

pieceworkers. In this State earnings of pieceworkers declined 19 per cent from 1923 to 1924, while earnings of timeworkers rose 1.2 per cent.

The extent of variation of earnings from rates gives little showing as to differences in period of study, but rather brings out contrasts between certain industries and emphasizes the fact that differing conditions are likely to be brought about by particular situations. In every year median earnings in cotton mills were farther below rates than was the case with any other industry in the same year, and the least variation of earnings from rates was in cigars in four out of six years. Earnings fell more than 10 per cent below rates in cotton in six out of eight cases, in knit goods in five out of eight, in shoes in two out of four, and in one out of four cases in overalls; but in cigars the greatest difference was only about 7 per cent.

PART VII.—WEEK'S EARNINGS OF NEGRO WOMEN

EARNINGS OF ALL WOMEN REPORTED

The negro women studied by the Women's Bureau represented about one-twelfth of all those in manufacturing and over one-third of those in laundries as reported in the same States by the 1920 census, so far as the classification enabled comparison of figures.[1] The medians of the earnings reported for 3,141 negro women in manufacturing and 2,958 in laundries are shown by State and industry in Table XXIV in the appendix. In each of eight States over 100 negro women were reported in manufacturing and the discussion of manufacturing, in general, will be limited to these eight States.[2] Median earnings in manufacturing were nearly $9 in Ohio and were above $8 in Kentucky; the lowest median was that in South Carolina, under $5. In laundries, medians were over $9 in New Jersey, Missouri, Ohio, and Arkansas; the lowest was that of $5.66 in South Carolina. Median earnings of negro women in manufacturing in eight States were as follows:

Year and State	Number of women reported	Median of earnings
1920, Georgia	176	$6.74
1921:		
Kentucky	1,052	8.34
South Carolina	233	4.89
1922:		
Alabama	133	5.80
Missouri	244	6.92
Ohio	514	8.92
1924, Mississippi	168	5.57
1925, Tennessee	484	7.86

Table 23 shows the number and proportions of negro women who received amounts within various ranges in manufacturing and in laundries. In manufacturing the largest proportion in every State earned under $8. In the eight States with the most women these proportions ran from 93.2 per cent in Alabama to 41.4 per cent in Ohio. In three States the highest earnings were less than $15, and as much as $12 was received by only very small proportions. In only four States did any negro women in manufacturing receive as much as $20, and in each case the proportion was very small, the highest being 3.4 per cent.

In six States larger proportions of the women in laundries than of those in manufacturing earned under $8. In five States and Atlanta no woman in laundries earned as much as $15, and in only one State did any earn as much as $20.

[1] U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 876–1022.
[2] In the discussion of negro women, the numbers frequently are small, and for this reason medians sometimes are computed and proportions given for numbers smaller than those that ordinarily would be considered adequate for such purposes.

TABLE 23.—*Earnings distribution of negro women in manufacturing and laundries, by State*

State	Number of women reported	Women whose earnings were— Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Manufacturing:													
Alabama	133	124	93.2	7	5.3	1	0.8	1	0.8	------	------	------	------
Arkansas	48	44	91.7	3	6.3	------	------	------	------	1	2.1	------	------
Georgia[1]	176	116	65.9	34	19.3	18	10.2	6	3.4	2	1.1	------	------
Kentucky	1,052	483	45.9	233	22.1	187	17.8	119	11.3	30	2.9	------	------
Mississippi	168	138	82.1	20	11.9	9	5.4	1	.6	------	------	------	------
Missouri	244	141	57.8	28	11.5	19	7.8	25	10.2	30	12.3	1	0.4
New Jersey	89	22	24.7	17	19.1	21	23.6	20	22.5	6	6.7	3	3.4
Ohio	514	213	41.4	89	17.3	114	22.2	66	12.8	24	4.7	8	1.6
South Carolina	233	195	83.7	28	12.0	7	3.0	3	1.3	------	------	------	------
Tennessee	484	254	52.5	99	20.5	56	11.6	57	11.8	17	3.5	1	.2
Laundries:													
Alabama	410	383	93.4	16	3.9	6	1.5	4	1.0	1	.2	------	------
Arkansas	201	44	21.9	107	53.2	47	23.4	1	.5	2	1.0	------	------
Georgia—													
Atlanta	274	227	82.8	35	12.8	9	3.3	3	1.1	------	------	------	------
Other places	272	233	85.7	29	10.7	8	2.9	2	.7	------	------	------	------
Kentucky	75	36	48.0	26	34.7	12	16.0	1	1.3	------	------	------	------
Mississippi	249	227	91.2	19	7.6	2	.8	1	.4	------	------	------	------
Missouri	353	65	18.4	127	36.0	107	30.3	43	12.2	11	3.1	------	------
New Jersey	148	32	21.6	35	23.6	42	28.4	16	10.8	19	12.8	4	2.7
Ohio	71	12	16.9	29	40.8	10	14.1	18	25.4	2	2.8	------	------
Oklahoma	54	27	50.0	15	27.8	9	16.7	3	5.6	------	------	------	------
South Carolina	205	195	95.1	7	3.4	1	.5	2	1.0	------	------	------	------
Tennessee	646	507	78.5	86	13.3	39	6.0	10	1.5	4	.6	------	------

[1] Exclusive of Atlanta.

About two-thirds of all the women reported in manufacturing were in cigar and tobacco factories. The women studied in these industries formed nearly 40 per cent of the number of negro women reported by the census in the same States in 1920, so far as ascertainable.[3] Practically all the women studied in manufacturing in Kentucky and Missouri, over 80 per cent in South Carolina, over 55 per cent in Ohio, over 50 per cent in New Jersey, and over 40 per cent in Tennessee were in tobacco products. In Georgia over one-third were in cigar making, but more were in hosiery and knit-goods mills. The chief group in Alabama was in cotton mills, in Mississippi in box and crate making.

The earnings distribution of the negro women reported in cigars and tobacco was as follows:

State and industry	Number reported	Negro women whose earnings were— Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Cigars:													
Georgia	66	46	69.7	14	21.2	5	7.6	1	1.5	------	------	------	------
New Jersey	47	8	17.0	14	29.8	14	29.8	10	21.3	1	2.1	------	------
Ohio	154	75	48.7	24	15.6	20	13.0	23	14.9	9	5.8	3	1.9
South Carolina	190	154	81.1	27	14.2	6	3.2	3	1.6	------	------	------	------
Tennessee	7	4	(a)	1	(a)	2	(a)	------	------	------	------	------	------
Tobacco:													
Kentucky	1,051	482	45.9	233	22.2	187	17.8	119	11.3	30	2.9	------	------
Missouri	242	139	57.4	28	11.6	19	7.9	25	10.3	30	12.4	1	.4
Ohio	144	54	37.5	30	20.8	24	16.7	23	16.0	8	5.6	5	3.5
Tennessee	189	112	59.3	24	12.7	17	9.0	26	13.8	9	4.8	1	.5

[a] Not computed, owing to the small number involved.

[3] U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 876–1022.

From this summary it is apparent that in every case but one the largest groups in these industries received under $8. On the whole, these data indicate better payments in the tobacco than in the cigar industry; and in one State having both, median earnings of the tobacco workers were the higher.

In each of seven industries, the number of women reported was practically 100 or very much more. In these cases the range of the medians was as follows:

Industry	Number of States [1]	Number of women [1]	Range of median earnings
Laundries	11	2,958	$5.66 to $10.20
Tobacco	4	1,626	6.95 to 8.90
Cigars	4	457	4.80 to [2] 10.19
Boxes and crates	2	184	5.23 to 5.53
Hosiery and knit goods	3	145	4.94 to 9.00
Furniture	1	139	7.84
Cotton	1	98	5.33

[1] This summary includes only the numbers reported in States in which medians could be computed.
[2] This figure is for New Jersey and it is especially high because a large proportion of the women worked overtime. The next high median was $8.15.

In general mercantile establishments 21 negro women were reported in five States. In Alabama, 5 earned $2 and under $8; in South Carolina 9 and in Tennessee 4 earned $8 and under $13; in Tennessee 1 earned as much as $18; 1 reported in Mississippi earned $10 and under $11, and 1 in Oklahoma $15 and under $16.

From the data available, the general conclusion is obvious that earnings, often pitifully low for white women, fall considerably lower for negro women in corresponding industries. A comparative study of Table IV and Table XXIV shows that earnings tend to be at the lowest points for both negroes and whites in the same States and in the same industries; and likewise at the highest points for both in the same industries and in the same States when these have both negro and white workers.

EARNINGS OF FULL-TIME, UNDERTIME, AND OVERTIME WORKERS

Data on time worked were obtained for over 50 women in manufacturing in each of 9 States, in laundries in each of 11 States. The following summary shows the proportions of these that had worked full time and undertime.

State	Manufacturing			Laundries		
	Number of women reported	Per cent who worked—		Number of women reported	Per cent who worked—	
		Full time	Undertime		Full time	Undertime
Alabama	79	36.7	55.7	382	53.4	44.0
Arkansas	(1)			200	63.5	36.5
Georgia:						
Atlanta				274	66.1	24.8
Other places	110	57.3	41.8	269	61.0	38.3
Kentucky	566	48.8	50.2	75	49.3	50.7
Mississippi	149	40.3	41.6	219	59.4	37.9
Missouri	234	21.8	65.4	352	37.5	60.8
New Jersey	58	41.4	36.2	148	58.8	37.2
Ohio	448	32.6	61.4	71	21.1	28.2
Oklahoma				51	39.2	58.8
South Carolina	266	50.0	50.0	205	62.0	34.1
Tennessee	457	53.6	43.8	619	58.3	41.7

[1] Fewer than 50 women reported in manufacturing.

The proportions of the negro women in manufacturing who had worked full time ranged from 21.8 to 57.3 per cent, being practically 50 per cent or more in four States. With one exception, a larger proportion of women in laundries than in manufacturing were full-time workers. In 7 of 11 States practically 60 per cent or more of the laundry workers were on full time. If these data be compared with those for white women given in Table VI in the appendix, it is found that more whites than negroes worked undertime in manufacturing in 6 of the 9 States reported. In laundries a somewhat different situation obtained. Although in nearly every case a smaller proportion of negroes in laundries than in manufacturing worked undertime, a still smaller proportion of the white women in laundries than of the negroes were undertime workers in 9 of the 11 States reported.

The median earnings of negro full-time workers were as follows:

State	Median earnings of full-time workers in—		State	Median earnings of full-time workers in—	
	Manufacturing	Laundries		Manufacturing	Laundries
Alabama	$6.23	$6.43	Missouri	$8.44	$10.35
Arkansas	(1)	9.45	New Jersey	10.80	10.73
Georgia:			Ohio	10.90	11.63
Atlanta	(2)	7.13	Oklahoma	(2)	9.25
Other places	8.28	6.54	South Carolina	6.68	5.95
Kentucky	8.77	9.46	Tennessee	8.44	6.85
Mississippi	6.27	6.44			

[1] Not computed, owing to the small number involved.
[2] No women reported in manufacturing.

Median earnings of full-time workers ranged in manufacturing from $6.23 in Alabama to $10.90 in Ohio, in laundries from $5.95 in South Carolina to $11.63 in Ohio. In five of nine States the median for laundry workers was higher than that for factory workers. However, this did not mean necessarily that the women in laundries were well paid.

Table 24 shows the proportions of the women in manufacturing and in laundries who earned amounts in various ranges. In five States a larger proportion of those in laundries than in manufacturing earned less than $8.

No full-time worker in manufacturing in Alabama earned as much as $10, none in South Carolina and Mississippi as much as $15. In the other six States, from 3.2 to 15.8 per cent, in Georgia and Ohio, respectively, earned $15 or more. In Ohio 5.5 per cent earned as much as $20. In laundries, none in Georgia, Kentucky, Mississippi, Oklahoma, or South Carolina earned as much as $15. In six of the remaining States, from 0.5 to 21.8 per cent, in Alabama and New Jersey, respectively, earned as much as $15. In New Jersey 4.6 per cent earned as much as $20. In five of seven States greater proportions of the women in manufacturing than in laundries earned as much as $15.

TABLE 24.—*Earnings distribution of negro full-time workers in manufacturing and laundries, by State*

MANUFACTURING

State	Number of full-time workers	Full-time workers whose earnings were—											
		Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Alabama	29	25	86.2	4	13.8								
Georgia [1]	63	29	46.0	17	27.0	10	15.9	5	7.9	2	3.2		
Kentucky	276	104	37.7	76	27.5	56	20.3	28	10.1	12	4.3		
Mississippi	60	43	71.7	9	15.0	7	11.7	1	1.7				
Missouri	51	22	43.1	19	37.3	4	7.8	2	3.9	4	7.8		
New Jersey	24	1	4.2	7	29.2	7	29.2	7	29.2	2	8.3		
Ohio	146	28	19.2	27	18.5	31	21.2	37	25.3	15	10.3	8	5.5
South Carolina	113	80	70.8	27	23.9	4	3.5	2	1.8				
Tennessee	245	104	42.4	64	26.1	31	12.7	33	13.5	12	4.9	1	.4
LAUNDRIES													
Alabama	204	190	93.1	10	4.9	2	1.0	1	.5	1	0.5		
Arkansas	127	31	24.4	58	45.7	35	27.6	1	.8	2	1.6		
Georgia:													
Atlanta	181	145	80.1	26	14.4	7	3.9	3	1.7				
Other places	164	134	81.7	22	13.4	6	3.7	2	1.2				
Kentucky	37	4	10.8	21	56.8	11	29.7	1	2.7				
Mississippi	130	112	86.2	15	11.5	2	1.5	1	.8				
Missouri	132			50	37.9	59	44.7	20	15.2	3	2.3		
New Jersey	87			20	23.0	38	43.7	10	11.5	15	17.2	4	4.6
Ohio	15			5	33.3	4	26.7	5	33.3	1	6.7		
Oklahoma	20	5	25.0	8	40.0	5	25.0	2	10.0				
South Carolina	127	119	93.7	5	3.9	1	.8	2	1.6				
Tennessee	361	278	77.0	46	12.7	25	6.9	8	2.2	4	1.1		

[1] Exclusive of Atlanta.

In four manufacturing industries more than 100 women were reported. The extent of full-time work in these industries and the range of the median earnings of full-time workers are shown in the summary following:

Industry	Number of women for whom time worked was reported	Number of States	Per cent of women on full time	Median earnings of full-time workers
Tobacco	1,127	4	From 22 (Mo.) to 72.6 (Tenn.).	From $8.37 (Tenn.) to $12.35 (Ohio).
Cigars	429	4	From 45.9 (S. C.) to 64.9 (Ohio).	From $7 (S. C.) to $10.36 (Ohio).
Boxes and crates	165	2	From 17.4 (Ark.) to 49.6 (Miss.).	$6.32 (Miss.).[1]
Furniture	139	1	19.4 (Tenn.)	$6.81 (Tenn.).

[1] Only State in which there were enough full-time workers for the computation of a median.

In the cigar industry one-half or more of the women in three out of four States were full-time workers. In tobacco, although medians tended to be higher than in cigars, the proportions of full-time workers usually were not so great. In two out of four States fewer than 30 per cent of those reported were full-time workers, but in one of these—Ohio—the median of their earnings rose nearly 40 per cent above that of all tobacco workers reported in the State.

A few overtime workers were reported in manufacturing in eight States, and in three of these the number was sufficient for the computation of median earnings. In two cases overtime workers earned more than full-time, and in one of these—Missouri—in which all were in tobacco, the difference was more than 85 per cent. In Mississippi most of the overtime workers were in candy and in Ohio most of them were in metal. In laundries there were some overtime workers in eight States, and in one of these—Ohio—medians could be computed, the figure for the overtime workers being nearly 15 per cent below that of the women who had worked full time.

EARNINGS AND HOURS WORKED

Table 25 shows the earnings of negro full-time workers in the prevailing hour ranges in manufacturing in six States, omitting the States with small numbers of women.

TABLE 25.—*Earnings distribution of negro full-time workers in manufacturing, by State and weekly hours*

State[1]	Number of women reported	Women who worked under 48 hours				Women who worked over 48 and under 52 hours						
		Number	Per cent who earned—			Number	Per cent who earned—					
			Under $8	$8 and under $10	$10 and under $12		Under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Georgia[2]	63	------	------	------	------	------	------	------	------	------	------	------
Kentucky	276	------	------	------	------	194	37.6	26.3	18.0	11.9	6.2	------
Missouri	51	------	------	------	------	51	43.1	37.3	7.8	3.9	7.8	------
Ohio	[3]146	3	33.3	------	66.7	142	19.0	19.0	20.4	25.4	10.6	5.6
South Carolina	113	78	65.4	30.8	3.8	------	------	------	------	------	------	------
Tennessee	245	2	------	------	100.0	38	23.7	60.5	13.2	2.6	------	------

State[1]	Women who worked 52 and under 55 hours							Women who worked 55 and under 60 hours						Women who worked 60 hours and over		
	Number	Per cent who earned—						Number	Per cent who earned—					Number	Per cent who earned—	
		Under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over		Under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20		$10 and under $12	$12 and under $15
Georgia[2]	41	53.7	31.7	12.2	2.4	------	------	18	38.9	22.2	16.7	11.1	11.1	4	50.0	50.0
Kentucky	44	40.9	47.7	9.1	2.3	------	------	38	34.2	10.5	44.7	10.5	------	------	------	------
Missouri	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
Ohio	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
South Carolina	6	33.3	33.3	------	33.3	------	------	29	93.1	3.4	3.4	------	------	------	------	------
Tennessee	102	49.0	16.7	3.9	20.6	8.8	1.0	103	43.7	23.3	19.4	10.7	2.9	------	------	------

[1] States in which hours were reported for fewer than 50 women are omitted.
[2] Exclusive of Atlanta.
[3] One woman worked 48 hours and received $12 and under $15.

From about 70 to 100 per cent of the women included in manufacturing in South Carolina, Kentucky, Ohio, and Missouri had worked under 52 hours, and over 80 per cent of those in Tennessee and Georgia (exclusive of Atlanta) had worked 52 hours or longer. In laundries, over 50 per cent of those in Alabama and New Jersey had worked less than 52 hours, and from about 68 to about 100 per cent of those in Atlanta, in other places in Georgia, and in South Carolina, Missouri, and Tennessee, had worked 52 hours or more. A general comparison of hour standards in the various States with the relative standards of earnings prevailing may be made from the following summary, which shows for full-time workers in manufacturing and in laundries the proportion who had worked less than 52 hours and the proportions who had earned under $8 and $15 and over.

State	Manufacturing			State	Laundries		
	Per cent of all full-time workers who had—				Per cent of all full-time workers who had—		
	Worked under 52 hours	Earned under $8	Earned $15 and over		Worked under 52 hours	Earned under $8	Earned $15 and over
Georgia [1]	----------	46.0	3.2	Alabama	52.7	93.1	0.5
Kentucky	70.3	37.7	4.3	Georgia:			
Missouri	100.0	43.1	7.8	Atlanta	25.4	80.1	----------
Ohio	97.3	19.2	15.8	Other places	32.3	81.7	----------
South Carolina	69.0	70.8	----------	Missouri	15.9	----------	3.4
Tennessee	15.5	42.4	5.3	New Jersey	57.5	----------	21.8
				South Carolina	16.5	93.7	----------
				Tennessee	----------	77.0	1.1

[1] Exclusive of Atlanta.

The earnings of women in relation to their hours worked were reported for both manufacturing and laundries in four States. In these States the following comparisons may be made of hours and earnings in manufacturing with those in laundries:

State	The larger per cent of women working under 52 hours was in—	The larger per cent of women earning under $8 was in—	The larger per cent of women earning $15 and over was in—
Georgia	Laundries	Laundries	Manufacturing.
Missouri	Manufacturing	Manufacturing	Do.
South Carolina	do	Laundries	([1]).
Tennessee	do	do	Manufacturing.

[1] No women had earnings so high in either industry.

In tobacco and cigars hours were reported for respectively 503 and 239 full-time workers. The distribution of these within various hour ranges was as follows:

	Women
Tobacco:	
Kentucky	276
Over 48 and under 52 hours	194
52 and under 55 hours	44
55 and under 60 hours	38
Missouri	51
Over 48 and under 52 hours	51

	Women
Tobacco—Continued.	
Ohio	41
Over 48 and under 52 hours	41
Tennessee	135
Over 48 and under 52 hours	1
52 and under 55 hours	82
55 and under 60 hours	52
Cigars:	
Georgia	40
52 and under 55 hours	40
New Jersey	13
Under 48 hours	8
52 and under 55 hours	5
Ohio	100
Over 48 and under 52 hours	100
South Carolina	84
Under 48 hours	78
52 and under 55 hours	6
Tennessee	2
Under 48 hours	2

This summary indicates shorter hours in cigar than in tobacco factories. While none of the full-time workers in tobacco factories were reported as having worked less than 48 hours, over one-third of those in cigar making were so reported; and while none in cigars had worked as long as 55 hours, over one-fourth of those in tobacco had done so. Of the women in tobacco and cigars whose hours were reported, the proportions with the lowest and the highest earnings are shown by hour groups in the summary following:

Hours worked	Tobacco					Cigars				
	Number of women reported	Women who earned—				Number of women reported	Women who earned—			
		Under $8		$15 and over			Under $8		$15 and over	
		Number	Per cent	Number	Per cent		Number	Per cent	Number	Per cent
Total	503	190	37.8	37	7.4	239	100	41.8	12	5.0
Under 48						88	51	58.0		
Over 48 and under 52	287	97	33.8	27	9.4	100	25	25.0	11	11.0
52 and under 55	126	58	46.0	8	6.3	51	24	47.1	1	2.0
55 and under 60	90	35	38.9	2	2.2					

In tobacco, the women who worked 52 and under 55 hours had the largest proportion earning under $8, those who worked over 48 and under 52 hours the largest earning $15 and over. However, the number earning as much as $15 is too small to be taken into account. In cigars the group working under 48 hours had the largest per cent earning under $8. If the total number of women are considered, earnings in tobacco factories made a somewhat better showing than those in cigars. In the former 37.8 per cent of the women had received less than $8 and 7.4 per cent $15 or over, while in cigar making

the per cent earning under $8 was greater by 4 points; the per cent earning $15 or more was less by 2 points. If only the two hour groups common to both industries are considered, an appreciably larger proportion of the women in tobacco factories than of those in cigar factories had earned less that $8.[4]

In each of four other manufacturing industries hours and earnings were reported for over 25 negro women. The proportions of these who earned under $8 were larger in the longer than in the shorter hour groups in nearly every case. The data in regard to the chief hour groups reported in these four industries are as follows:

Industry and State [1]	Number of women reported	Chief hour group		
		Hours	Number of women	Number of women earning under $8
Knit goods:				
Georgia	17	52 and under 55	17	6
South Carolina	24	55 and under 60	24	22
Tennessee	13	55 and under 60	13	2
Drugs and chemicals, Tennessee	30	Over 48 and under 52	27	4
Cotton, Alabama	27	55 and under 60	13	12
		60 and over	14	13
Furniture, Tennessee	27	55 and under 60	27	17

[1] Several States in which only a few women were reported have been omitted.

In general it may be said that while there is some indication that better amounts were paid for the more reasonable hours than for those that were excessive, the data are not sufficiently comprehensive to warrant the drawing of conclusions.

EARNINGS OF TIMEWORKERS AND PIECEWORKERS

Table 26 shows median earnings in 10 States for 877 timeworkers and 2,168 pieceworkers in manufacturing, and in 11 States for 2,722 timeworkers and 177 pieceworkers in laundries. In every State but Alabama and Mississippi there were more pieceworkers than timeworkers in manufacturing, and in all States there were more timeworkers than pieceworkers in laundries.

Median earnings of timeworkers in manufacturing ranged from $4.95 in Mississippi, where most of those reported were making wooden boxes, to $12.38 in Missouri, where nearly all were in tobacco factories. Earnings of pieceworkers ranged from $3.93 in Arkansas, where all were in box making, to $10 in New Jersey, where more than one-half were cigar makers.

[4] Comparisons of these 2 industries based on total numbers are not greatly affected by the period of study. In tobacco, Missouri, Ohio, and Tennessee, studied in fairly normal periods, had 45.1 per cent of the women. In cigar making, New Jersey, Ohio, and Tennessee had 48.1 per cent of the total; Georgia, studied at the close of a peak period, may be considered to balance South Carolina, studied in depression. If Kentucky, studied in depression, should be thought to lower the tobacco figures because of its large numbers of women, it may be noted that less than 40 per cent of these earned under $8 and over 4 per cent $15 or over, while in cigar factories in Georgia 55 per cent received under $8 and only one woman earned as much as $12.

TABLE 26.—*Earnings of negro timeworkers and pieceworkers in manufacturing and laundries, by State*

MANUFACTURING

State	All women reported		Timeworkers			Pieceworkers		
	Number[1]	Median earnings	Number	Per cent	Median earnings	Number	Per cent	Median earnings
Alabama	132	$5.81	76	57.6	$5.70	56	42.4	$6.07
Arkansas	48	5.15	21	43.8	5.79	23	47.9	3.93
Georgia [2]	176	6.74	80	45.5	7.60	92	52.3	5.79
Kentucky	1,052	8.34	113	10.7	11.08	934	88.8	8.11
Missouri	244	6.92	90	36.9	12.38	142	58.2	5.37
Mississippi	141	5.54	78	55.3	4.95	63	44.7	7.25
New Jersey	89	10.55	31	34.8	10.50	52	58.4	10.00
Ohio	506	8.88	103	20.4	10.39	402	79.4	8.25
South Carolina	233	4.89	72	30.9	5.33	158	67.8	4.53
Tennessee	479	7.85	213	44.5	7.62	246	51.4	8.15

LAUNDRIES

Alabama	410	$6.11	405	98.8	$6.10	5	1.2	(3)
Arkansas	201	9.37	201	100.0	9.37			
Georgia:								
Atlanta	274	6.94	266	97.1	6.90	8	2.9	(3)
Other places	272	6.11	272	100.0	6.11			
Kentucky	75	8.11	75	100.0	8.11			
Missouri	320	9.63	319	99.7	9.64			
Mississippi	227	5.94	212	93.4	5.92	15	6.6	$6.50
New Jersey	148	10.20	110	74.3	9.89	38	25.7	16.00
Ohio	71	9.79	59	83.1	9.56	12	16.9	(3)
Oklahoma	53	7.96	42	79.2	7.58	11	20.8	(3)
South Carolina	205	5.66	205	100.0	5.66			
Tennessee	645	6.54	556	86.2	6.44	88	13.6	9.08

[1] Totals exceed details, because a few women worked on a combination of time and piece.
[2] Exclusive of Atlanta.
[3] Not computed, owing to the small number involved.

In every State but Alabama, Mississippi, and Tennessee the median for pieceworkers in manufacturing fell below that for timeworkers, the differences ranging from 4.8 per cent in New Jersey to 56.6 per cent in Missouri. This is a situation quite different from that found for white women, among whom pieceworkers had earnings above timeworkers in 9 of the 10 States in which negroes were reported, although in 4 of the 9 States the proportion of pieceworkers was smaller among white than among negro women.

The statement has been made that pieceworkers are likely to suffer more than timeworkers from causes beyond their control. Ordinarily the timeworker loses money only if she loses time. The pieceworker loses money not only when she loses time, but when for any reason her speed or skill is reduced and when the work provided is irregular. The fact that in so many cases earnings of negro pieceworkers are lower than those of timeworkers reinforces the statement that a woman ordinarily must be both skilled and steady in order to earn more at piecework than does her sister at timework. It goes without saying that the exact occupations of pieceworkers frequently differ from those of timeworkers. If the piecework system of payment is employed for the less skilled occupations, the rate will be lower and the earnings lower.

In laundries, five States had no pieceworkers. In the other six the proportions of pieceworkers ranged from 1.2 to 25.7 per cent, in all cases smaller proportions than were found in manufacturing. In

each of these six States a larger proportion of negro than of white women were pieceworkers. Median earnings of timeworkers ranged from $5.66 in South Carolina to $9.89 in New Jersey—a range considerably shorter than that for timeworkers in manufacturing. In three States—Mississippi, New Jersey, and Tennessee—sufficient numbers of pieceworkers were reported for the computation of a median, and in each case pieceworkers had considerably higher earnings than had timeworkers—from nearly 10 per cent to over 60 per cent higher. Mississippi and Tennessee were two of the three States in which pieceworkers in manufacturing had earned more than timeworkers. In New Jersey, in which the greatest difference existed in laundries—over 60 per cent—pieceworkers in manufacturing, most of whom were in cigar making, earned less than timeworkers. Earnings of white women pieceworkers in laundries in this State were 40 per cent above those of timeworkers.

The summary following shows by State the medians of the earnings of timeworkers and of pieceworkers in tobacco and cigars.

TOBACCO

State	All women reported		Timeworkers			Pieceworkers		
	Number	Median earnings	Number	Per cent	Median earnings	Number	Per cent	Median earnings
Kentucky	1,051	$8.35	112	10.7	$11.11	934	88.9	$8.11
Missouri	242	6.95	88	36.4	12.46	142	58.7	5.37
Ohio	143	8.93	6	4.2	(1)	137	95.8	8.82
Tennessee	189	7.54	72	38.1	7.72	111	58.7	7.05
CIGARS								
Georgia	66	$6.56	39	59.1	$7.06	26	39.4	$5.75
New Jersey	47	10.19	20	42.6	10.00	27	57.4	10.50
Ohio	149	7.93				149	100.0	7.93
South Carolina	190	4.80	58	30.5	5.38	129	67.9	3.88

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

This summary shows that while piecework was very prevalent in the tobacco and cigar industries, the median earnings of pieceworkers were below those of timeworkers in five of the six cases in which comparisons could be made. Only in one case were the earnings of pieceworkers above those of timeworkers—in New Jersey in cigars.

The extent to which the earnings of pieceworkers varied from those of timeworkers in the States in which comparisons can be made is shown in the summary following.

Industry and State	Per cent of women who were pieceworkers	Per cent by which median earnings of pieceworkers were below(−) or above (+) those of timeworkers	Industry and State	Per cent of women who were pieceworkers	Per cent by which median earnings of pieceworkers were below(−) or above (+) those of timeworkers
Tobacco:			Cigars:		
Kentucky	88.9	−27.0	Georgia	39.4	−18.6
Missouri	58.7	−56.9	New Jersey	57.4	+5.0
Tennessee	58.7	−8.7	South Carolina	67.9	−27.9

The few scattering figures that are available for making a comparison of the earnings of timeworkers with those of pieceworkers in manufacturing industries other than cigars and tobacco indicate the irregularities of pieceworkers' earnings and show that the women on timework received more than did the women on piecework in the larger number of cases for which comparable data exist. The following list gives the manufacturing industries other than cigars and tobacco in which data on timework and piecework were reported for more than 25 women. Details are given for the States in which these data were reported for five or more women.

Wood products.—Three hundred and twenty-three women in three States. In these States 50, 52.5, and 45.7 per cent,respectively, were pieceworkers, and in two cases these women had a much higher median than that of timeworkers.

Hosiery and knit goods.—Two hundred and seventy-two women in four States. In two States all the women reported and in one State 68.8 per cent were pieceworkers. In the case where some were timeworkers, these had a median above that of the pieceworkers.

Cotton goods.—One hundred and thirty women in five States. All were timeworkers in three States in which very few were reported; in the fourth State 72.2 per cent were on timework. In the one case the median of timeworkers was higher than that of pieceworkers.

Paper and paper products.—Ninety-six women in two States. In the one case in which medians could be computed, 73.9 per cent were pieceworkers, but timeworkers had higher median earnings.

Glass.—Seventy-three women in one State. Timeworkers formed 98.6 per cent of all reported and their median was above that of all women in glass factories and above the State median.

Metal products.—Seventy-three women in two States. Pieceworkers formed 70 and 96.2 per cent, respectively, of all women reported. In the one case in which a median could be computed it fell below that of all women in metal in the same State and below that for all pieceworkers in the State.

Drugs and chemicals.—Fifty women in one State. Timeworkers formed 84 per cent of all reported and their median was above that of all in the industry and of all timeworkers in the State.

Clothing.—Fifty-five women in two States. In one case all women and in one 47.1 per cent were pieceworkers. Where earnings could be given, pieceworkers had a median higher than all in the industry and higher than for all pieceworkers in the State.

Candy.—Twenty-six women in one State. All women were pieceworkers and their median was above that of all women and of all pieceworkers in the same State.

Data on timework and piecework among full-time workers in nine States from which sufficient numbers were reported, and a comparison of these with data for all workers, are next presented.

State	All workers			Full-time workers		
	Number	Per cent on piecework	Per cent by which median earnings of pieceworkers were above (+) or below (−) those of timeworkers	Number	Per cent on piecework	Per cent by which median earnings of pieceworkers were above (+) or below (−) those of timeworkers
Alabama	132	42.4	+6.5	29	0.0	----------
Georgia	176	52.3	−23.8	63	22.2	(1)
Kentucky	1,052	88.8	−26.8	276	76.1	−31.2
Mississippi	141	44.7	+46.5	59	55.9	+43.0
Missouri	244	58.2	−56.6	51	96.1	(1)
New Jersey	89	58.4	−4.8	24	41.7	(1)
Ohio	506	79.4	−20.6	142	97.2	(1)
South Carolina	233	67.8	−15.0	113	61.9	+5.2
Tennessee	479	51.4	+7.0	243	47.3	−.5

[1] Medians not computed, owing to the small numbers involved.

From this summary it is apparent that in six States smaller proportions of pieceworkers were reported among the full-time workers than among all women. In Kentucky and Tennessee full-time pieceworkers earned less than timeworkers—in Kentucky much less; in Mississippi and South Carolina the median for full-time pieceworkers rose respectively 43 and 5.2 per cent above that of timeworkers.

The summary following gives for the tobacco and cigar industries a basis for a comparison of timework and piecework.

Industry and State	All women			Full-time workers		
	Number	Per cent on piecework	Per cent by which median earnings of pieceworkers were above (+) or below (−) those of timeworkers	Number	Per cent on piecework	Per cent by which median earnings of pieceworkers were above (+) or below (−) those of timeworkers
Tobacco:						
Kentucky	1,051	88.9	−27.0	276	76.1	−31.2
Missouri	242	58.7	−56.9	51	96.1	(1)
Ohio	143	95.8	(1)	41	100.0	----------
Tennessee	189	58.7	−8.7	135	61.5	−9.0
Cigars:						
Georgia	66	39.4	−18.6	40	35.0	(1)
New Jersey	47	57.4	+5.0	13	23.1	(1)
Ohio	149	100.0	----------	96	100.0	----------
South Carolina	190	67.9	−27.9	84	54.8	+41.4

[1] One or both numbers too small for the computation of a median.

In tobacco in 3 of the 4 States there were larger proportions of pieceworkers among the full-time workers than among all women; in cigar making in 3 of 4 States there were smaller proportions of pieceworkers among the full-time workers than among all. Of the full-time workers in these two industries, pieceworkers constituted over 50 per cent in six of the eight cases; in three of these they comprised over 95 per cent.

In laundries, a different situation obtained; among full-time as among all workers, very large proportions were timeworkers. Among full-time workers this meant all those reported in four of nine States

and over 95 per cent of those in three others. The summary following shows for full-time workers the proportions in manufacturing who were pieceworkers and the proportions in laundries who were time-workers, in seven States in which sufficient numbers were reported for comparisons to be made between these two types of industry. It shows further the relation of the median earnings of full-time workers in laundries to those in manufacturing in these States.

State	Manufacturing		Laundries		
	Number of full-time workers reported	Per cent on piece-work	Number of full-time workers reported	Per cent on time-work	Per cent by which median earnings were above (+) or below (−) those in manufacturing
Alabama	29	0.0	204	98.5	+3.2
Georgia	63	22.2	164	100.0	−21.0
Kentucky	276	76.1	37	100.0	+7.9
Mississippi	59	55.9	115	95.7	+1.4
Missouri	51	96.1	116	100.0	+21.7
South Carolina	113	61.9	127	100.0	−10.9
Tennessee	243	47.3	361	96.4	−18.6

In South Carolina, Tennessee, and Georgia, earnings of negro full-time workers in laundries fell from 10.9 to 21 per cent below those of the corresponding group in manufacturing; and in Mississippi, Alabama, Kentucky, and Missouri, earnings in laundries rose from 1.4 to 21.7 per cent above those in manufacturing.

EARNINGS AND RATES OF PAY

The rates of pay fixed by the firm and the amounts actually earned in the pay-roll week taken were ascertained for 674 negro women in manufacturing in 9 States and for 2,406 women in laundries in 11 States. The extent by which the median of the earnings of these women fell below the median of their rates is shown in the following summary:

State	Manufacturing		Laundries	
	Number of women reported	Per cent by which median of earnings was below that of rates	Number of women reported	Per cent by which median of earnings was below that of rates
Alabama	73	14.6	312	4.2
Arkansas	21	13.1	193	5.2
Georgia:				
Atlanta			266	3.9
Other places	78	10.4	257	4.8
Kentucky	113	4.9	75	7.3
Mississippi	78	8.8	181	4.9
Missouri			216	4.8
New Jersey	20	2.4	110	5.2
Ohio	22	10.3	1	(1)
Oklahoma			42	17.5
South Carolina	72	13.5	199	5.5
Tennessee	197	4.9	554	4.6

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

The median of earnings in the manufacturing industries fell below that of rates by from 2.4 per cent in New Jersey to 14.6 per cent in Alabama. In each of five States the difference was more than 10 per cent, but in two of these comparatively few women were reported.

Earnings in laundries came nearer to rates than did earnings in manufacturing in all but two of the States in which both were reported. The greatest difference between rates and earnings in laundries was in Oklahoma, where the median of earnings fell 17.5 per cent below that of rates. In the nine other States the differences were comparatively small, ranging from 3.9 to 7.3 per cent.

The differences between rates and earnings in the manufacturing industries for which medians could be computed were as follows:

Industry and State	Number of women reported	Per cent by which median of earnings was below that of rates
Paper and paper products, Ohio	22	10.3
Textiles:		
Alabama (cotton)	70	14.6
Georgia (hosiery and knit goods)	25	16.8
Tobacco products:		
Georgia (cigars)	39	11.1
Kentucky (tobacco)	112	4.8
New Jersey (cigars)	20	2.4
South Carolina (cigars)	58	11.4
Tennessee (tobacco)	56	.6
Wood products:		
Arkansas (boxes and crates)	19	11.2
Mississippi (boxes and crates)	75	8.9
Tennessee (furniture)	59	7.2
Drugs and chemicals, Tennessee	42	3.1
Printing and publishing, Tennessee	16	3.2

This summary shows that earnings fell the farthest below rates in textiles, followed by cigars in two of three States and by boxes and crates in one of two States. Little difference was found between rates and earnings in the medians of tobacco in two States and of cigars in one.

In manufacturing, the median of earnings was below that of rates to a greater degree for negro than for white women in Alabama, Arkansas, Georgia, and Ohio; in laundries, the median of earnings was below that of rates to a greater degree for negroes than for whites in Arkansas (where earnings for white women were above rates), Georgia, Kentucky, Mississippi, New Jersey, and Oklahoma.

EARNINGS AND AGE

Table XXV in the appendix shows earnings according to age for 838 negro women reported in tobacco in 4 States and for 1,434 reported in laundries in 11 States. In tobacco in each of the 4 States over one-half the women were under 40, though few or none were under 18; fewer than 10 per cent in the 4 States combined were as much as 50 years of age. In laundries, in 10 of the 11 States more than one-half of the women were under 30; in 4 States one-half or more were under 25; in all the States combined, fewer than 5 per cent of the women were as much as 50 years of age.

The age grouping was similar to that for white women in tobacco, except that in Missouri over one-half the white women were under 30 while over one-half the negroes were 30 or more. In laundries the negroes were under 30 more generally than were the whites.

The age group with the highest median earnings reported for tobacco was 25 and under 30 in two States and 30 and under 40 in one. In laundries it was 25 and under 30 in two States, 30 and under 40 in two, and 40 and under 50 in two. In South Carolina, women of 20 and under 25 had the highest median. In tobacco, white and negro women of the same age groups had the highest medians in Kentucky and Missouri, but the whites were at a more advanced age than the negroes in Tennessee. In laundries, an older group of white women than of negro women had the highest median in Missouri; a younger group in Arkansas and Tennessee.

In Kentucky and in Missouri nearly three-fifths of the negro women in tobacco were in groups older than those for whom the best median earnings were reported. For this large group earnings had declined. In Tennessee the proportion above the group with highest earnings was about one-fifth. In South Carolina, Alabama, and Missouri from 26 to 43 per cent of those reported in laundries were in groups older than the group having the highest median, and for these women earnings had declined. In Tennessee the proportion was smaller

EARNINGS AND EXPERIENCE

Reports on negro women's experience in the trade were very fragmentary. On the whole they tended to show that the amount earned bore little relation to length of experience. The data on the few cases from which reports were obtainable are given here.

Industry and State	Years of experience of women having the highest median earnings	Per cent by which the highest median reported was above that of women who had worked less than a year
Tobacco:		
Kentucky	10 and under 15	38.1
Missouri	4 and under 5	191.6
Furniture: Tennessee	5 and under 10	36.3
Laundries:		
Alabama	5 and under 10	8.9
Arkansas	10 and under 15	8.3
Georgia	5 and under 10	33.4
Mississippi	do	18.2
Tennessee	3 and under 4	33.4

Data in regard to full-time workers show what advance the woman who was regular and steady might expect to obtain after working for a considerable period of years. In tobacco in one State and in laundries in three, experience was reported for a sufficient number of full-time workers to form some basis for a comparison of their earnings at different periods of experience. In tobacco in Kentucky the variation in the earnings of full-time workers as their experience increased was as follows:

Years in the trade	Number of women	Per cent by which median of earnings was above that at 1 and under 2 years
All women reported	[1] 144	
1 and under 2 years	15	
3 and under 4 years	17	29.7
5 and under 10 years	34	25.3
10 and under 15 years	23	28.6
15 years and over	30	45.1

[1] Details aggregate less than total, as some women were in experience groups too small for the computation of medians.

In this summary of earnings and experience in tobacco in Kentucky the advance beyond the earnings of those who had worked 1 and under 2 years is shown to have been progressive for women who had worked 5 and under 10 years, 10 and under 15 years, and 15 years and over.

In laundries, in the three States from which sufficient numbers were reported, the earnings of full-time workers varied with their experience as follows:

Years in the trade	Alabama		Arkansas		Tennessee	
	Number of women	Per cent by which median of earnings was above that at 1 and under 2 years	Number of women	Per cent by which median of earnings was above that at 1 and under 2 years	Number of women	Per cent by which median of earnings was above that at 1 and under 2 years
All women reported	[1] 143		[1] 113		[1] 138	
1 and under 2 years	23		17		15	
2 and under 3 years	24	1.0	15	[2] 3.7	18	1.2
3 and under 4 years	20	2.1				
5 and under 10 years	24	8.0	29	12.3	30	9.3

[1] Details aggregate less than total, as some women were in experience groups too small for the computation of medians.
[2] In this case the change was a decrease.

This summary shows that the gain in the earnings of full-time laundry workers was slight in the earlier years, but that for those who had worked 5 and under 10 years earnings had increased from 8 to 12 per cent above the median at 1 and under 2 years.

SUMMARY OF DATA ON NEGRO WOMEN

Earnings were reported for 3,141 negro women in manufacturing in 10 States and 2,958 in laundries in 11 States. Medians for workers in manufacturing ranged from $4.89 in South Carolina to $8.92 in Ohio. In every State the largest proportion in any earnings group received under $8, the range being from 93.2 to 41.4 per cent in the States having the most women reported. In 6 States larger proportions of the women in laundries than of those in manufacturing earned under $8.

In nine States from about one-fifth to nearly three-fifths of the women in manufacturing were full-time workers, and in every State but one a larger proportion of those in laundries than of those in manufacturing had worked full time. Median earnings of full-time workers in manufacturing ranged from $6.23 in Alabama to $10.90 in Ohio. In five States medians for laundry workers were somewhat higher than for those in manufacturing; in four States the opposite was true.

For full-time workers in manufacturing it appears that as the proportion of women working less than 52 hours increased there was a tendency for the proportion of women earning under $8 to decrease.

In 8 of 10 States there were more pieceworkers than timeworkers in manufacturing, but in every State timeworkers predominated in laundries. In 7 out of 10 States, timeworkers in manufacturing had higher median earnings than had pieceworkers. The same is true of full-time workers in two of the four States in which such comparison could be made.

The median of earnings in manufacturing fell below that of the rates by from 2.4 per cent in New Jersey to 14.6 per cent in Alabama; the difference was more than 10 per cent in each of five of the States reported. Earnings generally were nearer to rates in laundries than in manufacturing.

Considerable numbers of the women in laundries and in the chief manufacturing industry reported—tobacco—were beyond the age of highest earnings.

Reports on earnings and time in the trade, while fragmentary in character, tended to show that the amount earned bore little relation to the length of experience.

PART VIII.—YEAR'S EARNINGS

YEAR'S EARNINGS OF WHITE WOMEN

Up to this point in the report the wage figures given have been from a week's pay roll. The periods for which records were taken were representative weeks in which there had been no excessive overtime, excessive undertime, general shutdowns, nor holidays. While such data are most significant in showing the wage conditions of large groups of women employed in many industries, no year is made up of 52 normal weeks. Owing to slack work, partial shutdowns, holidays, illness, interfering home duties, or other causes, industrial or personal, practically every worker suffers a considerable variation in earnings from week to week. Yet she must live for 52 weeks, whether or not she receives wages for the whole of the time. Therefore effort was made to secure from each employer, in addition to the figures for the sample week, data on the year's earnings of a representative number of women on the pay roll.

It would hardly be possible to ascertain for all the women on any one pay roll the entire year's earnings, since separations are frequent and tracing women who change places of employment is a difficult task. The women whose records were obtained in the present study were selected to represent the steady workers of the plants visited, those who had been with the firm for at least a year and who had worked in at least 44 weeks during that period.

Year's earnings in manufacturing in each State.

The summary following shows the median of the year's earnings of the women in manufacturing for whom such figure was reported and the proportions of these women who had earnings of $300 and under $500 and of $500 and under $900.

State	Number of women reported	Median of the year's earnings	Per cent of women who earned—	
			$300 and under $500	$500 and under $900
Alabama	539	$481	47.1	42.1
Arkansas	26	525	42.3	53.8
Delaware	138	817	9.4	54.3
Georgia:				
Atlanta	55	655	16.4	72.7
Other places	340	817	5.6	57.9
Kentucky	341	626	22.9	67.2
Mississippi	120	400	50.8	31.7
Missouri	1,184	747	9.5	64.5
New Jersey	1,363	838	3.2	59.0
Ohio	2,510	734	7.8	68.9
Oklahoma	22	663	22.7	68.2
Rhode Island	342	915	----------	47.4
South Carolina	658	619	22.9	68.1
Tennessee	784	621	22.4	66.5

This summary shows that the median of the year's earnings ranged from $400 in Mississippi to $915 in Rhode Island. In every State but three more than half the women earned $500 and under $900, the proportions in the 10 States ranging from 53.8 per cent to 68.9 per cent, in Arkansas and Ohio, respectively. In Alabama almost half and in Mississippi more than half received less than $500. In Rhode Island—and it must be remembered that the earnings figures taken there appear somewhat inflated—more than half earned $900 or more.

Since the year's earnings must provide subsistence for 52 weeks, a summary has been prepared to show the amount per week represented by the year's earnings in contrast to the median for the week taken in the current pay roll:

State	Median of a week's earnings as—		
	Secured in week's pay roll		Computed from year's earnings
	All women	Full-time workers	
Alabama	$8.39	$10.38	$9.25
Arkansas	10.24	12.08	10.10
Delaware	13.26	16.48	15.71
Georgia:			
Atlanta	11.06	12.86	12.60
Other places	12.90	15.27	15.71
Kentucky	10.84	11.62	12.04
Mississippi	8.35	9.45	7.69
Missouri	12.27	14.01	14.36
New Jersey	15.23	16.63	16.12
Ohio	14.52	16.04	14.12
Oklahoma	13.14	14.54	12.74
Rhode Island	19.13	18.88	17.60
South Carolina	9.49	12.05	11.90
Tennessee	11.03	12.39	11.95

This summary shows that in 10 of the 13 States the distribution of the year's earnings over 52 weeks gives a wage smaller than the median of full-time workers on the current pay roll, and that in 5 States such figure is smaller than the median of all women, whether working full time or not. In general, this indicates some loss of earnings during the year and not an accretion in the current week. Where the differences are considerable there must have been in most cases an even more considerable loss of time.[1] This analysis indicates quite definitely that the earnings of all workers taken together give a more accurate showing as to what the wage-earning woman has to live on than do the figures confining themselves to full-time workers alone.

[1] Even in the picked group of workers now under consideration, called steady because they worked in at least 44 of the 52 weeks, undoubtedly there was much loss of time. The number of full weeks lost by these women was available for three States. In two of these more than one-half, in one of them, studied during depression, over four-fifths, had lost some full weeks. In the third State over one-third of the women had lost at least two full weeks. Losses often were due to plant causes beyond the worker's control. In one State over one-fifth of those who had worked as much as 44 weeks lost some time due to shutdowns, over 5 per cent losing three weeks or longer from this cause. In another State over one-half had lost a week or more due to shutdowns.

Year's earnings in chief manufacturing industries reported.[2]

Table XXVI in the appendix shows the year's earnings of women in the seven industries in which more than 500 women were reported. The women in cotton goods in Mississippi had median earnings below $400, those in cotton goods and in knit wear in Alabama and in cigars in Tennessee had medians of $400 and under $500, and those in shoes in Kentucky a median between $500 and $600. In paper and in metal products the lowest median was above $600, in electrical products above $700. The highest medians in knit goods, cigars, and metal products were above $900; in cotton goods, shoes, and electrical products, between $800 and $900; in paper, below $800. The following summary of data from Table XXVI gives some idea of the relative year's earnings in the different industries.

Range of median of year's earnings	Number of States in which median was as specified in—						
	Cotton goods	Hosiery and knit goods	Cigars	Shoes	Paper and paper products	Metal products	Electrical appliances
$300 and under $400	1						
$400 and under $500	1	1	1				
$500 and under $600				1			
$600 and under $700	2	2	1		1	2	
$700 and under $800	1	2	1		3	1	2
$800 and under $900	1			2			2
$900 and over		1	2			1	

If a woman received $500 within the year it would mean that she earned on the average $10 a week for 50 weeks, and that for each of the 52 weeks she had to live on about $9.62. In every State, earnings under $500 were received by less than 5 per cent of the women in electrical appliances, by less than 6 per cent of those in paper and paper products, and by less than 10 per cent of those in metal products. In shoes in two of three States, in hosiery and knit goods in three of seven, and in cotton goods in two of six, less than 10 per cent of the women had earnings under $500. On the other hand, less than $500 was earned by more than 10 per cent of the women in cigar making in 3 States, by more than 20 per cent of the women in hosiery and knit goods in 3 States, in cotton in 4 States, and in cigars in 2; and by nearly 30 per cent of the women in shoes in 1 State. In cotton, knit goods, and cigars in one State each, more than 60 per cent of the women had earned less than $500 in the year.

The summary following gives the range in medians of year's earnings in 19 manufacturing industries. States are excluded if the industry in question had too few women for the computation of a median. Furthermore, there are excluded two industries for which medians could be computed in only one State.

[2] Excludes States with too few women in an industry for the computation of a median.

Industry	Number of—		Lowest		Highest		Per cent of women receiving under $500
	Women	States	Median	State	Median	State	
Cotton goods	1,408	6	$392	Mississippi	$862	Georgia	30.2
Knit goods	854	7	450	South Carolina	995	New Jersey	21.1
Metal products	749	4	669	Kentucky	925	Rhode Island	6.0
Electrical appliances	617	4	750	Missouri	882	do	1.9
Shoes	556	3	581	Kentucky	877	Ohio	6.7
Cigars	547	5	471	Tennessee	905	Delaware	15.5
Paper and paper products	515	6	625	Kentucky	789	New Jersey	3.9
Rubber products	435	3	780	New Jersey	978	Rhode Island	.5
Men's clothing	431	5	938	Tennessee	965	Ohio	5.6
Candy	342	6	490	do	719	Missouri	23.1
Men's shirts	304	4	703	do	860	New Jersey	10.5
Drugs and chemicals	249	3	517	do	875	do	8.4
Overalls	244	2	628	Missouri	693	Alabama	23.8
Tobacco	209	4	520	Kentucky	919	Missouri	18.2
Bakery products	202	3	525	Tennessee	689	do	14.4
Glass products	153	2	609	Ohio	725	New Jersey	13.1
Women's clothing	150	2	804	do	933	do	
Yarns and thread	120	3	346	Alabama	1,047	do	30.8
Cordage and twine	43	2	513	do	788	Georgia	20.9

Of the industries shown, yarns and thread, cotton, knit goods, cigars, and candy, in the order stated, had the lowest medians, all less than $500. The highest medians were in yarns and thread, knit goods, rubber, and men's clothing, all above $950. The fact that yarns and thread and knit goods appear in both these lists illustrates the great discrepancies as between States or as due to differences in product. In all but two industries, the difference from lowest to highest year's median was over $100, the greatest being $701 in yarns and thread. Men's clothing, reported in five States and yet having a difference between lowest and highest medians of only $27, is a striking example of an approach to standardization.

The lowest median in men's clothing was above the highest figure in each of 15 industries, and the lowest in women's clothing was above the highest in each of 6.

Over 30 per cent of all women reported in cotton goods and in yarns and thread had earned less than $500 in the year. Similar low earnings went to between 20 and 30 per cent of those in overalls, candy, knit goods, and cordage and twine, and to between 10 and 20 per cent of those in tobacco, cigars, bakery products, glass, and men's shirts. Less than 10 per cent of the women in each industry remaining had received under $500. In women's clothing no woman had earned so little.

Year's earnings in stores and laundries.

The following summary makes possible a comparison of the median year's earnings of the women reported in each of the four types of industry.

State	Manufacturing		General mercantile		5-and-10-cent stores		Laundries	
	Number of women	Median of the year's earnings	Number of women	Median of the year's earnings	Number of women	Median of the year's earnings	Number of women	Median of the year's earnings
Alabama	539	$481	163	$729	36	$431	19	$623
Arkansas	26	525	73	784	19	489	24	550
Delaware	138	817	49	753	19	525	36	572
Georgia:								
Atlanta	55	655	46	900	----------	----------	----------	----------
Other places	340	817	47	942	21	481	----------	----------
Kentucky	341	626	62	689	22	567	35	671
Mississippi	120	400	69	853	34	431	19	463
Missouri	1,184	747	238	819	66	613	160	674
New Jersey	1,363	838	124	1,085	34	667	57	681
Ohio	2,510	735	646	805	78	612	180	654
Oklahoma	22	663	125	920	57	510	118	647
Rhode Island	342	915	77	733	19	613	17	758
South Carolina	658	619	37	856	18	488	----------	----------
Tennessee	784	621	147	788	38	510	42	542

In every State but two the highest median was in general mercantile establishments; in Delaware and Rhode Island it was in manufacturing, and in Rhode Island the median in laundries also was above that in general mercantile. The median in 5-and-10-cent stores was always the lowest in the State, except in Mississippi, where the figure in manufacturing was lower still. The median in manufacturing was above that in laundries in seven States, below it in the four States of Alabama, Arkansas, Kentucky, and Mississippi. In four States the median in laundries was above the highest found in any State in 5-and-10-cent stores.

In only five cases were there no women who had received less than $500 for their work during the year. These were in manufacturing in Rhode Island, general mercantile in Georgia, New Jersey, and South Carolina; and laundries in South Carolina, where only two women in this industry had year's earnings reported. Some of the women had earned less than $300—about $5.77 a week—in manufacturing in Alabama, Arkansas, Kentucky, Mississippi, Missouri, Ohio, and Tennessee; in Alabama and Mississippi some had earned less than $200. In laundries the medians were very low for Alabama, Georgia, Mississippi, Missouri, and Tennessee.

Table 27 gives the per cents of the women in each of the four types of industry who had earned less than $500 and $500 and over during the year. In general mercantile establishments none of the women in Georgia, New Jersey, or South Carolina had earned less than $500, and in seven of the other States the proportions were comparatively small; in the remaining three States over 10 per cent—in Kentucky nearly one-fourth of those reported—had earnings so low. Except in Delaware and Kentucky, there were in all cases larger proportions in manufacturing than in general mercantile establishments who earned less than $500. Earnings so low went to over half the women reported in Alabama and Mississippi, to at least one-fourth, or close upon it, in Kentucky, Oklahoma, South Carolina, and Tennessee. The proportion of women earning under $500 was larger in laundries than in manufacturing except in Arkansas, Alabama, Oklahoma, and Mississippi. It was over 50 per cent in two States and over 30 per cent in four others. In 5-and-10-cent stores the proportion having

TABLE 27.—*White women whose year's earnings were under $500 and $500 or more, by State and industry group*[1]

State	Women who received under $500 in—								Women who received $500 or more in—							
	Manufacturing establishments		General mercantile establishments		5-and-10-cent stores		Laundries		Manufacturing establishments		General mercantile establishments		5-and-10-cent stores		Laundries	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Alabama	295	54.7	19	11.7	30	83.3	7	36.8	244	45.3	144	88.3	6	16.7	12	63.2
Arkansas	12	46.2	4	5.5	11	57.9	11	45.8	14	53.8	69	94.5	8	42.1	13	54.2
Delaware	13	9.4	6	12.2	9	47.4	11	30.6	125	90.6	43	87.8	10	52.6	25	69.4
Georgia:																
Atlanta	9	16.4	4	8.7					46	83.6	42	91.3			7	100.0
Other places	19	5.6			12	57.1	8	61.5	321	94.4	47	100.0	9	42.9	5	38.5
Kentucky	79	23.2	15	24.2	7	31.8	9	25.7	262	76.8	47	75.8	15	68.2	26	74.3
Mississippi	81	67.5	4	5.8	29	85.3	11	57.9	39	32.5	65	94.2	5	14.7	8	42.1
Missouri	121	10.2	15	6.3	7	10.6	28	17.5	1,063	89.8	223	93.7	59	89.4	132	82.5
New Jersey	43	3.2			1	2.9	11	19.3	1,320	96.8	124	100.0	33	97.1	46	80.7
Ohio	207	8.2	18	2.8	11	14.1	16	8.9	2,303	91.8	628	97.2	67	85.9	164	91.1
Oklahoma	5	22.7	5	4.0	26	45.6	13	11.0	17	77.3	120	96.0	31	54.4	105	89.0
Rhode Island			4	5.2	2	10.5	1	5.9	342	100.0	73	94.8	17	89.5	16	94.1
South Carolina	159	24.2			10	55.6			499	75.8	37	100.0	8	44.4	2	100.0
Tennessee	179	22.8	10	6.8	17	44.7	16	38.1	605	77.2	137	93.2	21	55.3	26	61.9

[1] While the base sometimes is small for the computation of per cents, data on this subject are so important and so meager as to warrant the detail in this case.

earnings so low was above that in laundries in every State but Georgia, Missouri, and New Jersey; it was above 80 per cent in Alabama and Mississippi, over 45 per cent in five other States.

At the other end of the scale of earnings, there were some women who received $1,000 or more for their year's work. In 5-and-10-cent stores there were only two such women in any State. In no State did as many as 6 per cent of the women in laundries receive $1,000 or more; in three States there were no such women. In manufacturing, fewer than 6 per cent in each of five States, and no women in two States, earned $1,000 or over, but in four States—Delaware, Georgia, New Jersey, and Rhode Island—over 20 per cent received amounts so high; in two other States—Missouri and Ohio—over 10 per cent. In general mercantile establishments more than 10 per cent of the women in every State but Kentucky and Rhode Island earned at least $1,000. In these two States the respective proportions were only 8.1 and 5.2 per cent. In two States about 40 per cent, in one 67 per cent, had such earnings. In seven others, from 21 to 32 per cent of the women in this industry received $1,000 or more. The summary following shows the number and per cent of women in the four types of industry whose earnings during the year were as much as $1,000.

State	Women who earned $1,000 or more in—							
	Manufacturing		General mercantile		5-and-10-cent stores		Laundries	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Alabama	5	0.9	25	15.3			1	5.3
Arkansas			18	24.7			1	4.2
Delaware	39	28.3	7	14.3				
Georgia:								
Atlanta	1	1.8	18	39.1				
Other places	73	21.5	20	42.6				
Kentucky	19	5.6	5	8.1			1	2.9
Mississippi			17	24.6			1	5.3
Missouri	183	15.5	57	23.9	2	3.0	9	5.6
New Jersey	294	21.6	84	67.7			3	5.3
Ohio	320	12.7	138	21.4			7	3.9
Oklahoma	1	4.5	40	32.0			3	2.5
Rhode Island	120	35.1	4	5.2			1	5.9
South Carolina	19	2.9	11	29.7				
Tennessee	37	4.7	37	25.2			2	4.8

In manufacturing, the women earning $1,000 or over included two—one in hosiery and one in printing and publishing—who earned as much as $2,000, and another, in the men's clothing industry, who earned as much as $1,800. About 20 women in five States earned $1,600 and under $1,800, and these were scattered in cotton, cigars, knit goods, shoes, clothing, metal, and rubber; over 50 in eight States earned $1,400 and under $1,600, and these were in cigars, clothing, rubber, shoes, and knit goods, and one each was in printing and publishing, drugs and chemicals, cotton, yarns, metal, paper products, and electrical appliances. In Delaware and Rhode Island over 11 per cent earned $1,200 or more, most of these, in the respective States, being in cigars and rubber.

YEAR'S EARNINGS OF NEGRO WOMEN

Year's earnings were reported for 172 negro women in manufacturing industries in 8 States and for 297 in laundries in 11 States. The medians and the chief ranges of earnings in these industries were as follows:

State	Manufacturing				Laundries			
	Number of women reported	Median of the year's earnings	Number of women who earned—		Number of women reported	Median of the year's earnings	Number of women who earned—	
			Under $300	$500 and over			Under $300	$500 and over
Alabama	14	(1)	8		67	$322	23	6
Arkansas					14	(1)		7
Georgia:								
Atlanta					26	382	1	6
Other places	10	(1)		3	16	342	3	3
Kentucky	19	$563		11	9	(1)		2
Mississippi	19	263	14		27	306	12	
Missouri	8	(1)	4	2	42	525		27
New Jersey					1			1
Ohio	49	454	1	18	16	550		12
Oklahoma					10	(1)		2
South Carolina	11	(1)	6		22	340	3	1
Tennessee	42	400	2	15	47	368	4	10

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

In four States in which a median of the earnings in manufacturing could be computed, the highest was $563, or $10.83 a week. In four of the eight States from which some negroes in manufacturing had year's earnings reported, one-half or more earned less than $300—the equivalent of $5.77 a week for 52 weeks. In two States no woman had earnings so low, and in one of these more than one-half the women earned $500 or more.

In laundries, median earnings were $300 but under $400 in five of the States for which they could be ascertained, over $500 in two. In six States no women earned less than $300; in four States one-half or more, and in three about one-fifth, earned $500 or more.

The year's earnings of the 90 negro women reported in the cigar and tobacco industries were as follows:

Industry and State	Number of women reported	Median of the year's earnings	Number of women who earned—	
			Under $300	$500 and over
Cigars:				
Georgia	5	(1)		1
Ohio	25	$438		6
South Carolina	8	(1)	3	
Tobacco:				
Kentucky	19	563		11
Missouri	7	(1)	4	1
Ohio	11	(1)	1	
Tennessee	15	361	2	5

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

The earnings prevailing were $300 and under $500 in cigars in every State and in tobacco in Ohio and Tennessee; they were under $300 in tobacco in Missouri and over $500 in the same industry in Kentucky. In cigars in Georgia and Ohio and in tobacco in Kentucky, no women earned less than $300; none received as much as $500 in cigars in South Carolina nor in tobacco in Ohio.

In eight other industries a total of 82 negro women were reported, and the range of the earnings of individuals appears in the summary following:

Industry	Number of women reported	Number of States	Year's earnings
Boxes and crates	12	1	$200 and under $500.
Hosiery and knit goods	9	3	$250 and under $500.
Candy	11	3	Under $550.
Cotton goods	14	4	Under $600.
Drugs and chemicals	7	1	$350 and under $600.
Furniture	13	1	$300 and under $700.
Glass products	11	1	$450 and under $700.
Paper and paper products	5	2	$350 and under $850.

All women reported in boxes and crates and in hosiery and knit goods earned under $500, in candy under $550, in cotton and in drugs and chemicals under $600, in glass and in furniture under $700. In paper products one woman earned as much as $800 and under $850.

SUMMARY OF YEAR'S EARNINGS

A year's earnings must provide subsistence for 52 weeks, however short of 52 weeks' wages the sum total may be. The amount earned during the year was ascertained for more than 8,000 of the steadier white workers in the manufacturing industries—the women who had been with the firm during the whole of the year preceding the survey and had worked in at least 44 weeks. In the 13 States the medians of the year's earnings ranged from $400 to $915; in two of these—Alabama and Mississippi—less than 50 per cent of the women earned as much as $500.

A woman who receives only $500 during the year must live on a little less than $9.62 a week. Sixty per cent or more of the white women reported in one State each in the manufacture of cotton goods, hosiery and knit wear, and cigars had earnings below $500. Such inadequate amounts were received by 20 and under 60 per cent of those making cotton goods in three States, hosiery and knit wear in two, shoes in one, and cigars in one; and by 10 and under 20 per cent of those in cigar factories in one State. Earnings under $500 were received by less than 10 per cent of the white women with year's earnings reported in electrical and paper products in all States, in metal products in all, in knit goods in three States, shoes in two, and in cotton goods in two. In the first two—electrical and paper products—less than 6 per cent of the women in each State reported received so small an amount.

Year's earnings in general mercantile establishments, reported for nearly 2,000 women in 13 States, ranged from $729 to $1,085, which would mean from $14.02 to $20.87 a week. Similarly, year's earnings were the equivalent of from $8.29 to $12.83 a week for about 450

women reported in 5-and-10-cent stores in 13 States and from $8.90 to $14.58 a week for about 700 white women reported in laundries in 11 States.

In every State but two the highest median was in general mercantile establishments, and in every State but one the lowest was in 5-and-10-cent stores. The median in manufacturing was above that in laundries in 7 of the 11 States reported.

At the higher end of the scale, there were four States in which over 20 per cent of the women whose year's earnings were reported in manufacturing had earned $1,000 or more in the year, and in general mercantile establishments such amounts had been received by more than 40 per cent of the women reporting year's earnings in two States and by between 20 and 40 per cent in eight other States. Only two women in 5-and-10-cent stores in any State had earned as much as $1,000, and in no State had as many as 6 per cent of those in laundries received such an amount for their year's work.

Year's earnings were reported for 172 negro women in manufacturing in 8 States and for 297 in laundries in 11 States. The earnings for the year, as far as medians could be computed, were the equivalent of from $5.06 to $10.83 a week in manufacturing and from $5.88 to $10.58 a week in laundries. In four of the six States from which this information is available, one-half or more of the negro women in manufacturing—in one State nearly three-fourths—received less than $300 in the year, though $300 is the equivalent of only $5.77 a week. In laundries, over one-third in two out of six States and over one-tenth in two others had year's earnings below $300.

PART IX.—RELATION OF WOMEN'S BUREAU DATA ON THE EARNINGS OF WAGE-EARNING WOMEN TO CERTAIN OTHER DATA

The earlier sections of this report have been based entirely upon the data on earnings gathered by the Women's Bureau by the method explained in Part I. The study would be incomplete without some indication of the data available from other sources and a consideration of certain other matters inseparably connected with the subject of women's earnings, such as the expenses women must meet with the amounts they receive, budget estimates and official investigations of adequate earnings for women incident to minimum-wage decrees, a comparison of the wages of women with those of men, and the extent to which women's earnings must cover the support of dependents. In addition, it may be inquired whether the charge for women's wages is as heavy as the great woman-employing industries can afford.

SOURCES OF DATA ON WOMEN'S EARNINGS

The Women's Bureau is the only agency of the United States Government that publishes material on earnings applying solely to women. Where the wages of men are discussed by this bureau, it is in connection with their bearing on the employment and the economic responsibilities of women. Two other governmental agencies include in their comprehensive wage data some material on women's wages—the Bureau of Labor Statistics and the Bureau of the Census.

Certain State departments of labor form another source of information on women's earnings. The National Industrial Conference Board, the research organization of the large manufacturing interests, has published some information on this subject in connection with other wage data. In addition to the foregoing sources, scattered references on women's wages may be found in various publications—books and articles—by leading economists and other writers.

While the studies of the Women's Bureau yield wage data for a large territory and for a number of the most representative woman-employing industries, the subject is so broad and the general information so meager that it is important to make use of all that is available. In any case the industrial area covered is small in relation to the whole, but various indications appear that are of importance as showing the amounts of money that wage-earning women have to meet their expenses.

Earnings quite commonly are reported in averages arrived at by dividing the total amount of wages paid by the total number of workers. Such a figure is likely to be unduly influenced by a few persons with abnormally low or abnormally high earnings, far from typical of the main group of employees. The Women's Bureau reports earnings in medians, a measure less likely to misrepresent conditions and consisting of the middle point of all the earnings reported—one-half the women receiving less and one-half receiving more than the median figure.

Another important difference in method of presenting wage figures also affects the amounts arrived at. A number of studies give full-time earnings only, these being the amounts that the employer contracts to pay for a full week's work. But lost time, whether for personal or for industrial reasons, reduces such amounts in a large proportion of cases. Personal reasons, especially illness, cause a great deal of lost time, and the amount of idle time for industrial reasons—shortage of materials, breakdown of machinery, inefficient routing of work—is astonishing to the uninformed. The Women's Bureau usually reports pay-roll earnings—the amounts actually received for the hours or days of work done and therefore the sums actually available for meeting living costs.

Bureau of Labor Statistics.

The United States Bureau of Labor Statistics secures, from representative employers in the chief industries in all parts of the country, data on wages and hours. Some of these are published periodically in the Monthly Labor Review, and from time to time special bulletins are issued that give information in regard to particular industries. These data usually comprise some or all of the following: Average hourly wage rates, average scheduled hours per week (or other pay-roll period), average hours actually worked, average full-time earnings, and average actual earnings. The chief industries included that also are reported in large numbers in the Women's Bureau State studies are boots and shoes, hosiery and underwear, cigars, men's clothing, and cotton goods.

Adequate comparison of the data of the two bureaus can not be made in all cases. For a general view of a particular industry as represented by the larger concerns in the country as a whole, the studies made by the Bureau of Labor Statistics may be considered the most valuable existing source of wage data. The important contributions made by the special studies of the Women's Bureau lie in the particular attention given to the wage of women, presentation of actual earnings in every case, the use of the median instead of the arithmetic average, the inclusion of material from smaller as well as larger plants, and especially in consideration of allied factors that, taken together with her wage, form an extremely important part of the whole living problem of the woman in industry.

Bureau of the Census.

A comprehensive statement and a technical analysis of the wage material made available by the Bureau of the Census from the reports it receives from manufacturers was published in 1929 as Monograph X of that bureau.[1] In certain census years the figures published have comprised the *average* numbers of men, women, and children on the pay rolls as of a certain date and the *average* amount paid in wages, separated according to men, women, and children. Although quoted sometimes as a measure of per capita earnings these figures form no such actual measure, and the publications of the Bureau of the Census have warned against their use for that purpose.

In Monograph X the figures for actual earnings of women have been corrected to give a more accurate representation of year's earnings.

[1] U. S. Bureau of the Census. Monograph X. Earnings of Factory Workers, 1899 to 1927, by Paul F. Brissenden. See especially Ch. XII, Wage Statistics in the United States.

The figures are for eight different years, as follows: Five quinquennial manufacturing censuses—1899, 1904, 1909, 1914, and 1919—and three biennial—1921, 1923, and 1925.

Estimates of actual per capita year's earnings are made for 18 woman-employing industries for the country as a whole; and for each of 14 of these industries estimates are made for the two States in which the industry in question was most strongly developed.[2]

The Women's Bureau wage medians are above the per capita estimates of the census in electrical appliances, and in most cases they are considerably above those estimated for tobacco, cigars, and cigarettes. The Women's Bureau figures for year's earnings in shoe factories in two out of three States are below the lowest census figure (that for 1919); in cotton manufacturing in four out of six States they are below the lowest census estimate (that for 1921); for hosiery and knit goods in three of the seven States studied the Women's Bureau figures are above the lowest census estimate (that for 1919).

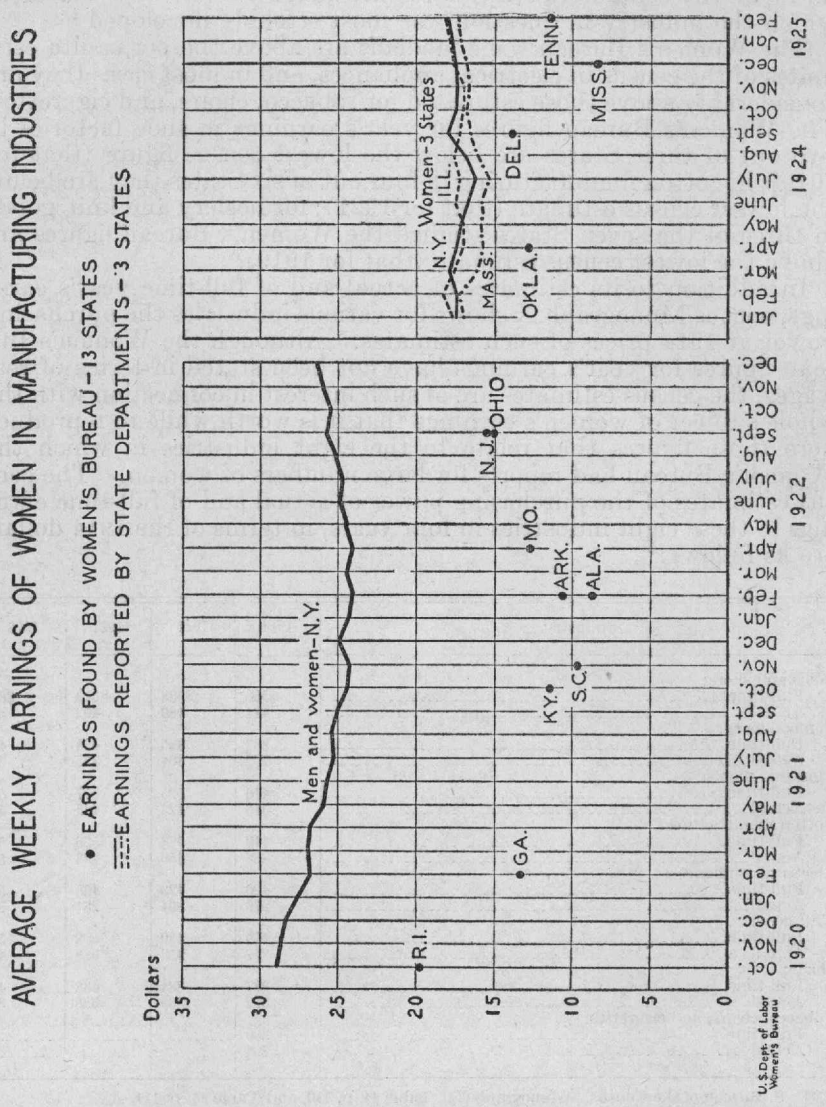
In addition to its estimates of actual and of full-time year's earnings, census Monograph X shows for various industries the purchasing power at 1914 prices of such estimates. Although the Women's Bureau figures for year's earnings have not been stated in terms of real wages, the census estimates are of such interest in connection with the whole subject of women's earnings that it is worth while to reproduce here those figures that relate to the eight industries in which the Women's Bureau had reports for large numbers of women. The census estimates of the purchasing power of actual and of full-time earnings in these eight industries in four years, in terms of the 1914 dollar, are as follows:[3]

Industry	1914	1919	1921	1923
Boots and shoes:				
Full-time	$530	$538	$613	$637
Actual	444	480	492	572
Confectionery:				
Full-time	367	365	428	463
Actual	297	304	325	364
Clothing, men's:				
Full-time	416	525	577	595
Actual	346	423	445	512
Cotton manufactures:				
Full-time	449	533	526	584
Actual	388	456	438	505
Electrical appliances:				
Full-time	420	423	463	519
Actual	276	304	281	399
Knit goods:				
Full-time	429	439	502	555
Actual	357	353	388	478
Shirts:				
Full-time	387	384	438	459
Actual	322	309	338	395
Tobacco, cigars, and cigarettes:				
Full-time	360	----------	----------	----------
Actual	294	----------	----------	----------

[2] U. S. Bureau of the Census. Monograph X. Table 44, p. 110, and Table 46, p. 114.
[3] Ibid. Table 76: Purchasing power (at 1914 prices) of estimated amounts of actual and full-time per capita earnings, by industry for female wage earners, census years 1899–1923, p. 160.

State authorities.

Three States have published regularly for several years figures on the average week's earnings of women. New York and Illinois began to make such reports in 1923, Massachusetts early in 1924.[4] In almost every case, the average earnings in all manufacturing in these



three States were above those in States studied at corresponding dates by the Women's Bureau. The chart on this page shows the relation of the average earnings in States surveyed by the Women's Bureau to

[4] New York Industrial Commission. Bureau of Statistics and Information. Monthly Labor Bulletin Illinois Industrial Commission. Bureau of Statistics and Research. Monthly Labor Bulletin (after June, 1923; prior to that time, Employment Bulletin).
Massachusetts Department of Labor and Industries. Division of Statistics. Industrial Review.

average earnings at the same time in the three States publishing continuous reports of women's earnings.

Other States have furnished some type of material on women's wages, in most cases fragmentary, in a few cases regular but for some reason or other not in form for complete comparison of the sort made for New York, Illinois, and Massachusetts. Readers interested in particular States would do well to consult publications of their own State authorities.

National Industrial Conference Board.

A study published in 1926 by the National Industrial Conference Board is entitled "Wages in the United States, 1914–1926." This gives, for 3-month periods, an average of weekly earnings based on reports from 25 manufacturing industries and additional figures for certain industries. These data are given separately for five classes—all workers, total male, unskilled male, and skilled male labor, and female labor.

The average earnings of women in all these manufacturing industries were below those of male unskilled laborers in every case reported.[5] Except those for Rhode Island, the medians of the earnings actually secured from pay rolls by the Women's Bureau in 13 States all were lower than the National Industrial Conference Board reports of average earnings of women for the period that most nearly corresponds in time. In most cases even the medians of full-time earnings—and since these disregard lost time they are not representative of what the woman in industry actually has to live on—were below the average earnings reported by the National Industrial Conference Board for the nearest available period. In New Jersey and Rhode Island the Women's Bureau figures for full time were somewhat higher than the National Industrial Conference Board figures, as were also those of Delaware and Ohio but to a less extent. While it is not unlikely that an arithmetic average, such as that used by the National Industrial Conference Board, would be somewhat high, owing to the fact that it may be influenced by a small number of quite highly paid women, such averages of earnings in the States studied by the Women's Bureau differed very little from the medians based on the same data.

Comparison may be made of the Women's Bureau figures and those of the National Industrial Conference Board for the same year and period of the year in the case of 7 of the 11 industries for which the Women's Bureau has secured reports for more than 3,000 women: Cotton goods, hosiery and knit goods, metal products, electrical appliances, rubber products, shoes, and paper and paper products.[6] In this connection the fact must not be lost sight of that the Women's Bureau figures are medians, while the National Industrial Conference Board figures are arithmetic averages, of pay-roll earnings. In each of the industries the average weekly earnings of women as reported by the National Industrial Conference Board were below those of

[5] National Industrial Conference Board. Wages in the United States, 1914–1926. New York, 1927. Table 4, p. 30. Later reports have been made by the same organization, but the volume cited covers the years of Women's Bureau studies.

[6] Ibid. Tables for these industries appear as follows: Cotton manufacturing, North, p. 104; South, p. 106; hosiery and knit goods, p. 108; hardware and small parts (compared with Women's Bureau classification, metal), p. 102; electrical apparatus, p. 92; rubber manufacturing, p. 138; boot and shoe manufacturing, p. 116; and paper products, p. 136.

unskilled male labor, except for a few cases in shoe manufacturing and for most cases in the cotton industry in the South, figures for which were separated from those for cotton manufacturing in the North. In cotton, paper, and shoes in every case, and in knit goods in every case but one, the National Industrial Conference Board averages of women's earnings were above the medians found by the Women's Bureau. In rubber in two out of three cases, in electrical appliances in three out of four, and in metal in every case but one the Women's Bureau median was the higher figure.

The highest median of a week's earnings of full-time workers found by the Women's Bureau for any State and at any time of study was $18.88, that for Rhode Island at the end of 1920; the next was $16.63, for New Jersey in September, 1922. The highest median of earnings of full-time workers for any industry was $19.90, for drugs and chemicals in New Jersey. In only 11 of all the cases was the median in an industry above $18.

In a recent analysis of earnings in 1928, made by Dr. Paul H. Douglas, of the University of Chicago, by the use of Bureau of Labor Statistics and National Industrial Conference Board figures, the lowest average of the earnings of unskilled male labor was $24.34 (November, 1928).[7] This is 22.3 per cent above the highest median of the earnings of women on full time found by the Women's Bureau, $19.90, a figure representative of the postwar peak in earnings.

ESTIMATES OF THE COST OF LIVING OF THE WAGE-EARNING WOMAN

Some indication of the amount the woman wage earner needs to meet her expenses may be found in certain official and other sources.

Estimates for minimum-wage boards or commissions.

The budgets adopted by minimum-wage boards or prepared by commissions in 1920, 1921, and 1922 may be compared with the median earnings of the employees studied by the Women's Bureau in the same years. It is believed that for this purpose the medians for full-time workers may be somewhat more comparable, since these are more likely to be representative of the steadier and more experienced women. The rates fixed by wage boards and commissions ordinarily represent the minimum that may be paid to experienced workers. The budget studies preparatory to the fixing of these rates give a fairly accurate gage of what it was costing women to live at that time. A comparison of such budgets with earnings found in Women's Bureau surveys is as follows.

[7] Douglas, P. H. Wages and Earnings in 1928. American Journal of Sociology. Vol. XXXIV. No. 6. May, 1929, p. 1026. Douglas's more comprehensive work, Real Wages in the United States, 1890 to 1926, was not published until after the present study by the Women's Bureau was practically completed.

Budgets adopted by minimum-wage boards or prepared by commissions.[1] (Figures underscored are below the Women's Bureau lowest figures for same year)

State and year	Budget
MANUFACTURING	
1920	
California	$16.11
Kansas	[2] 11.00
North Dakota	16.25
1921	
Washington	[2] 13.20
1922	
Kansas	16.93
North Dakota	18.26
SPECIAL INDUSTRIES	
1920	
Massachusetts (knit goods)	15.30
1921	
Massachusetts (minor confectionery)	13.50
1922	
Massachusetts (women's clothing)	13.97
Massachusetts (men's furnishings)	15.69
LAUNDRIES	
1920	
California	16.11
North Dakota	16.25
1921	
District of Columbia	[2] 15.00
Washington	[2] 13.20
1922	
Kansas	16.93
Massachusetts	13.50
North Dakota	18.26
MERCANTILE	
1920	
Arkansas	13.25
California	16.11
North Dakota	16.25
1921	
Washington	[2] 13.20
1922	
Arkansas	[2] 11.00
District of Columbia	[2] 16.50
Kansas	16.93
North Dakota	18.26

Median earnings of full-time workers studied by Women's Bureau. (Figures underscored are above the highest minimum-wage figures for same year)

State and year	Median
MANUFACTURING	
1920	
Georgia	$15.27
Rhode Island	18.88
1921	
Kentucky	11.62
South Carolina	12.05
1922	
Alabama	10.38
Arkansas	12.08
Missouri	14.01
New Jersey	16.63
Ohio	16.04
SPECIAL INDUSTRIES	
1920	
Georgia (hosiery and knit goods)	13.13
1921	
Kentucky (candy)	11.13
1922	
Missouri (men's clothing)	15.19
New Jersey (women's clothing)	14.00
New Jersey (men's clothing)	17.83
Ohio (women's clothing)	15.43
Ohio (men's clothing)	19.46
LAUNDRIES	
1920	
Georgia	12.30
Rhode Island	12.29
1921	
Kentucky	11.12
South Carolina	12.50
1922	
Alabama	12.80
Arkansas	10.56
Missouri	12.78
New Jersey	13.35
Ohio	13.50
MERCANTILE	
1920	
Georgia	15.16
Rhode Island	13.90
1921	
Kentucky	12.21
South Carolina	15.65
1922	
Alabama	12.80
Arkansas	15.58
Missouri	15.09
New Jersey	17.28
Ohio	15.18

[1] U. S. Department of Labor. Women's Bureau. The Development of Minimum-Wage Laws in the United States, 1912 to 1927, pp. 134ff.
[2] Rate set. No budget available.

After a comprehensive study of budget estimates made by minimum-wage boards in various States, at various times, and for various industries, the Women's Bureau has stated that a reasonable estimate based on an average of the decisions in the minimum-wage States would be that about $9 ($9.17) was the minimum cost for a single woman living independently in 1913.[8] As the cost of living changed, this would amount to $16 in 1918, and in the years in which States reported in the present bulletin were studied the figures would be as follows:

1920	$18.38	1923	$15.88
1921	15.98	1924	15.82
1922	15.54	1925	16.31

According to these, it will be seen by reference to the table just presented that in six of the nine States studied by the Women's Bureau more than half the women in manufacturing earned amounts too low for adequate subsistence. Reduction to 1928 dollar values gives a similar result. The figure for 1928 would be $15.71, and reference to the Women's Bureau full-time figures adjusted to 1928 (unpublished) shows that this is above the median for full-time workers in manufacturing, as converted to 1928, in all but four of the States surveyed.

National Industrial Conference Board.

In 1926 the National Industrial Conference Board made a study of the cost of living in New York City. The estimated minimum for a single man living independently was $18.74 a week (an average for the whole city). The average budget for the single woman was given at about one-third less than that for the single man (in the city as a whole), but the comparison with the budget given for the man is a more adequate one, since that given for the woman was based on the supposition that she was living at home and had to spend an average of $3.50 a week less for board and lodging, nothing at all for laundry, and less than the man for clothing and some other items—altogether a lower standard of living.[9]

The cost calculated for a single working woman was $12.89. This amount appears entirely inadequate when compared with figures compiled by the Bureau of Women in Industry of the New York State Department of Labor—even though the latter were for a different year, 1929. These indicate that the least possible cost to a girl living in New York was $14.69 *for room and meals only*.[10] But even the low estimate of the National Industrial Conference Board for a working woman—$12.89—is higher than the median earnings for full-time workers in manufacturing in six of the States studied by the Women's Bureau, both as the figures stand [11] and when converted to 1928.

That minimum costs for a girl living at home form an entirely unsuitable gage of proper subsistence for the working woman becomes even more certain when it is considered that in 8 of the 13 States studied by the bureau more than one-tenth of the women reported were living independently of family or relatives. In all but one State more than one-tenth of the women reported and in seven of them at

[8] U. S. Department of Labor, Women's Bureau. The Development of Minimum-Wage Laws in the United States, 1912 to 1927, p. 146. According to the Bureau of Labor Statistics figures, based on 1913 as 100.0, the cost-of-living index in 1928 was 171.3.

[9] National Industrial Conference Board. Cost of Living in New York City. New York, 1926, pp. 92, 97.

[10] Association to Promote Proper Housing for Girls (New York). Address by Commissioner Frances E. Perkins, of New York Department of Labor, reported in Housing News, December, 1929.

[11] This includes Georgia, for which the figure outside Atlanta was $15.27 but for Atlanta only $12.86.

least one-fifth—or practically one-fifth—were widowed, separated, or divorced, and various studies have shown that it is the rule for women in these groups to be supporting dependents. Such studies show further that large numbers of single women contribute to the support of others. The fallacy of the theory that a woman should be paid a low wage because she lives at home is well summarized in an article by Dorothy W. Douglas, published in 1920.[12] This quotes Mary van Kleeck as follows:

> Women are working to earn a living, and the facts show that many are also supporting dependents. Low wages for women mean an inadequate standard of living in the families in which they are the chief support.
>
> * * * * * * *
>
> It is impossible, in short, for a working woman to maintain any such standard as our American minimum-wage laws contemplate so long as she is the joint-cost member of an already submerged family. Her only chance (economically speaking) is either to break away and thus have to meet the expenses of independent living, or to raise the family welfare to the required level.

Other estimates.

It is pertinent to list here a few other estimates of living costs or expenditures, some of which are from sources less official than the figures prepared for wage boards in the States.[13] In each case the purpose was to measure the cost for a single woman living independently, or her expenditures, and the figure arrived at was considered the minimum that could be allowed. The studies following were made in the years in which the Women's Bureau surveyed the States forming the basis of this report.

1920

Estimate of budget for laundry workers in the District of Columbia made by the Women's Bureau:	
If lodging in a double room	$19.49
If lodging in a single room	20.49
Estimate for laundry workers made by employees' representatives to the Minimum Wage Board of the District of Columbia	19.88
Study of 43 wage-earning women made for Consumers' League of Rhode Island, average expenditures	16.83

1921

Study recommending minimum-wage budget from questionnaires to single women workers in various parts of Ohio, made by Ohio Commission on Women and Children in Industry, Toledo, expenditures (134 women)	$19.16
Study of one working girl's average expenditures, based on actual expenses, by industrial committee of the Young Women's Christian Association in Indianapolis	15.96
Survey of cost of living of women, based on actual expenses, by minimum wage department of the Workmen's Compensation Commission of North Dakota:	
Factory workers (47 women)	17.41
Laundry workers (97 women)	16.88

[12] Douglas, Dorothy W. The Cost of Living for Working Women. Quarterly Journal of Economics, February, 1920, pp. 233-234, 250.

[13] Additional studies, by the Young Women's Christian Association and other agencies in various localities, appear from time to time. While outstanding estimates are referred to here, no attempt has been made to prepare a complete list nor to make such an examination of all available estimates as was done with the minimum-wage estimates before publication of Women's Bureau Bul. 61, referred to in footnote 8, p. 152.

1922

Study made in Missouri by the Committee on Living Costs of the League of Women Voters:	
If lodging in a double room	$15.26
If lodging in a single room	16.26

The median of full-time earnings of the Rhode Island women in manufacturing in the Women's Bureau survey was above the lowest of the foregoing estimates for 1920, but the median of even the full-time workers in laundries was considerably below the estimates for laundry workers in that year. The medians of the earnings of full-time workers, whether in total manufacturing, laundries, or general mercantile establishments, in the two States studied in 1921, were below each of the four estimates shown here for that year. In 1922 the medians for women in manufacturing and in general mercantile in two of the five States studied were above the estimate for Missouri, based on lodging in a double room; but when the estimate based on lodging in a single room is taken, only the New Jersey women in manufacturing and general mercantile had a higher median. Further, it must always be remembered that one-half the women studied earned less than the median figure. In more recent years, estimates of the cost of a "minimum decency standard" of living for a single woman living independently have been made by the Young Women's Christian Association in two cities, as follows:

1926, Cincinnati	$17.25
1927, Duluth	17.76

In Cincinnati the Consumers' League proposed a somewhat higher minimum in 1930—$17.50. Medians of full-time earnings reported by the Women's Bureau are below these figures in every case except manufacturing in Rhode Island, surveyed in 1920.

The Texas Bureau of Labor Statistics, after a careful study made in the State in May and June of 1928, reported the bare essentials upon which the life of a young working woman could be supported—excluding even such important items as cost of illness and dental care, insurance, savings, amusement, church or charity contributions, and self-improvement of any kind—as costing $15. Median earnings of women in manufacturing fell below this figure in 8 of the 13 States studied by the Women's Bureau, as did those of women in laundries in all the States and in general mercantile in 3 States.

RELATION OF EARNINGS OF WOMEN TO THOSE OF MEN

There is abundant testimony to the fact that the wages of women usually are considerably below those of men. Estimates made by the Bureau of the Census of actual annual earnings per capita of women and men in manufacturing show that the earnings of women fell below those of men in various years by proportions that were strikingly similar; the percentages were as follows.[14]

[14] U. S. Bureau of the Census. Monograph X, 1929, p. 110. Per cent of difference computed in Women's Bureau.

Industry	1919	1921	1923	1925
All industries [1]	46.4	46.4	46.4	(2)
Confectionery and ice cream	53.7	53.7	54.2	53.6
Cigars and cigarettes	40.5	44.4	44.6	44.5
Shirts	45.4	45.6	45.6	45.7
Clothing, men's	53.4	53.4	53.4	53.3
Cotton manufactures	21.8	21.7	21.7	21.9
Knit goods	32.9	32.9	32.8	33.0
Boots and shoes (not including rubber boots and shoes)	36.0	36.0	36.1	36.0
Electrical machinery, apparatus, and supplies	45.9	45.9	46.1	45.9

[1] 18 manufacturing industries. [2] No figures for 1925.

The fact that the average earnings of women are below those of unskilled male labor as shown by National Industrial Conference Board data has been discussed. The extent to which the conference board's figures show such condition in the 3-month periods that most nearly correspond to the time of the Women's Bureau State studies is as follows:[15]

Year and quarter	Average weekly earnings of—				
	All males	Unskilled males		Females	
		Amount	Per cent by which amount is below that for all males [1]	Amount	Per cent by which amount is below that for unskilled males [1]
1920, fourth quarter	$31.04	$26.56	14.4	$17.65	33.5
1921, fourth quarter	24.08	19.37	19.6	15.95	17.7
1922:					
Third quarter	25.05	19.99	20.2	15.51	22.4
Fourth quarter	26.35	21.07	20.0	16.48	21.8
1924, fourth quarter	28.65	23.13	19.3	16.75	27.6
1925, first quarter	29.55	24.56	16.9	17.70	27.9

[1] Per cents computed in Women's Bureau.

While it frequently is true that women perform operations different from those performed by men even in the same occupation, it is by no means the case that those of women require less skill than do those of men. The question here is largely one of the custom of paying less where women are concerned. Without considering the question of different degrees of skill, there is evidence that within the same occupation the payments made to women are below those paid to men. For example, figures published by the Bureau of Labor Statistics, for two of the years in which Women's Bureau studies were made, in regard to earnings in certain occupations in the men's clothing industry in which many women were employed or in which similar

[15] National Industrial Conference Board. Wages in the United States, 1914–1926, p. 30.

numbers of men and women were engaged, show the average weekly earnings of machine operators to have been as follows:[16]

Occupation and year	Men		Women	
	Number reported	Average full-time weekly earnings	Number reported	Average full-time weekly earnings
Total operators:				
1922	3,219	$41.63	3,538	$25.71
1924	3,611	44.54	4,467	26.00
Coat:				
1922	1,785	42.46	1,603	25.98
1924	1,911	45.56	2,126	26.77
Pants:				
1922	1,084	39.63	1,341	25.14
1924	1,262	42.65	1,603	24.85
Vest:				
1922	350	43.60	594	26.27
1924	438	45.60	738	26.28

The foregoing shows earnings of women very much below those of the men in the same occupation, and the same was true in hand sewing on coats, in which 191 men had average full-time earnings of $39.57 in 1922 while 3,063 women had $23.35. A similar situation was shown in 1924. Men were not found in hand sewing on vests or pants, and with one exception earnings of women in these occupations were below those of women hand sewing on coats in both 1922 and 1924.

One additional instance may be taken, that of six occupations in cotton-goods manufacturing in which large numbers of women, or similar numbers of men and women, were reported in 1922 and 1924. Average full-time earnings in these were listed as follows:[17]

Occupation and year	Men		Women	
	Number reported	Average full-time weekly earnings	Number reported	Average full-time weekly earnings
Drawing-frame tenders:				
1922	522	$14.53	623	$14.21
1924	762	16.20	653	15.95
Frame spinners:				
1922	547	13.59	6,634	15.83
1924	906	19.63	8,314	16.94
Speeder tenders:				
1922	1,745	19.37	2,372	18.82
1924	2,177	21.39	2,703	21.04
Spooler tenders:				
1922	----------	----------	3,091	13.91
1924	37	10.56	3,646	15.19
Trimmers or inspectors:				
1922	78	13.63	1,056	12.92
1924	158	16.81	1,602	14.12
Weavers:				
1922	7,410	20.44	7,644	19.59
1924	9,024	23.71	8,493	22.22

[16] U. S. Bureau of Labor Statistics. Wages and Hours of Labor in the Men's Clothing Industry, 1911 to 1926. Table 1, p. 3.

[17] U. S. Bureau of Labor Statistics. Wages and Hours of Labor in Cotton Goods Manufacturing, 1924. Table 2, pp. 2–5.

This tabulation shows women's earnings below those of men in all but 2 of the 11 cases in which earnings are reported for both. In several instances they are considerably below.

A striking example of the lowering of rates in an occupation after women were employed, despite the fact that their performance proved more skilled than that of men, was reported in a recent study made by the Women's Bureau. In the plant in question the report states—

> A new screw machine was installed * * * and men were assigned to the job on a piecework basis at a certain rate per thousand. After working on the machine a short time the men complained that they were not able to make a decent wage at the rate paid, and the employment manager and works manager decided to try women on it, transferring the men to other work. Women were put on at the same rate and, the employment manager said, "They ran riot with the job and before long were making over $50 a week." Then the men wanted another trial at the job, and as the employment manager does not approve of having women in the machine shop and tries to discourage it, the men were given another try-out at a slightly higher rate than the initial one. Again they failed to turn out enough work to earn a satisfactory wage. Women have been employed on this work ever since (about three years). Rates have been lowered several times since the women have been working on the machines, as it was stated that the work was in an experimental stage when the first rates were set. Machine setters were employed for both men and women. The women now make $25 to $30 a week.[18]

RESPONSIBILITY OF WOMEN FOR MAINTAINING OR SHARING IN THE SUPPORT OF THEIR FAMILIES

The comparison of the earnings of women with those of men would be less significant if women ordinarily received amounts consistent with the maintenance of a reasonable American standard of living. However, much of the material in this report has indicated that their earnings are insufficient for this purpose.

The theoretical norm upon which the woman's wage has been based too often in the past—that of a single woman in industry for a few years, unstable on the job and having only herself to support—is entirely at variance with the facts in too many cases to represent an adequate basis for the determination of women's wages at the present time.

The data in this study form a not inconsiderable body of testimony to the stability of the woman worker. In 5 of the States surveyed over 15 per cent of the women in manufacturing, in 9 States over 20 per cent of those in general mercantile establishments, and in 7 States over 20 per cent of those in laundries, were at least 40 years of age. Considerable proportions of the women studied had been in the trade 10 years or longer—in manufacturing in all the States reported practically 10 per cent or over, in 5 cases the range being from about 20 to nearly 40 per cent; in general mercantile establishments from about 20 to 29 per cent of the women in 11 States; and in laundries from 14 to 25 per cent of the women in 7 States, had had at least 10 years of experience.

The extent to which wage-earning women, whether single or married, are called upon to contribute to family support has been the subject of various studies by the Women's Bureau and other agencies. These have been summarized by Agnes L. Peterson in an article

[18] U. S. Department of Labor. Women's Bureau. The Effects of Labor Legislation on the Employment Opportunities of Women. Bul. 65, 1928, p. 228.

published in the Annals of the American Academy of Political and Social Science in May, 1929. This shows that of 169,255 women reported in 17 State studies and 8 other special studies made by the Women's Bureau, nearly 30 per cent were married and over 17 per cent were widowed, separated, or divorced. Of 61,679 women reported in 22 studies made by various agencies from 1888 to 1923 over 53 per cent contributed all their earnings to their families and more than 37 per cent contributed part of their earnings.

In a study made by the Women's Bureau, in which 31,481 wage-earning women in 4 cities reported number of bread-winners in the family, more than 20 per cent were the sole bread-winners and nearly 50 per cent one of two bread-winners. In three of these cities, of 2,331 women who were sole bread-winners and who reported size of family, 32 per cent were supporting 3 or 4 persons and about 8 per cent were supporting from 5 to 9 or more persons. In a study of some 1,800 women made by the bureau in 1919, 1 in 3 of the single women reported her mother to be entirely dependent upon her and 1 in 7 of the married women was the sole support of herself and husband. In 8 studies made by various agencies, 16,964 women were included, and though the term was not defined, 13.6 per cent of these were reported as having total dependents. In 7 studies, aggregating 13,188 women, over one-fifth contributed to the support of dependents.

In view of the evidence here summarized, the following statement from the Annals article cited seems sufficiently conservative:

> That a large proportion of the families living in cities depend largely upon the earnings of women, and that in many homes the entire income is earned by wife or daughters. [19]

GROWTH OF MANUFACTURING AND GROWTH IN WAGES

The data presented in this report indicate that the costs of living bear heavily upon women, and that in a large proportion of cases the wage received by them can not be considered adequate to meet these costs.

Obviously it would be but poor social economy for wages to be so low that human factors had to be sacrificed to the production of material goods, since the chief use of material goods lies in their contribution to the comfort and happiness of human beings. Yet it is probable that too often the amount paid in wages, especially in certain of the woman-employing industries, is determined by the lowest price at which labor is purchasable in the market and presents no adequate reflection of the proportion of the profit of the industry that actually would be assignable to the labor factor in the budget. The rapid growth in the profits resulting from the manufacturing processes would seem to warrant a somewhat analogous advance in wages.

Growth in labor output compared to real wages.

While the data on this subject do not apply particularly to women, it is pertinent to inquire whether the evidence as to the movement of wages in manufacturing would indicate a growth reasonably commensurate with the increase that has taken place in the output

[19] Peterson, Agnes L. The Share of Wage-Earning Women in Family Support. Annals of the American Academy of Political and Social Science, May, 1929, pp. 84–85. A reprint of this article has been issued as Women's Bureau Bulletin No. 75, 1929, 20 pp.

of labor. Various authorities have handled the subject of industrial advance from the following angles: Growth in the physical volume of manufactures, which, of course, shows the greatest increase of all; growth in the value added to raw materials by the manufacturing processes, which is substantial but not so great as the first; growth in manufacturing output per person in the population, which gives only the increase in goods potentially available to the individual; growth in the output per person employed in industry, which may include all wage earners, may exclude the clerical forces in manufacturing industries, or may focus upon a single industry using either of these two bases.

Of the many proofs of the increase in the physical volume of manufactures, that of the Bureau of Labor Statistics shows output per worker in manufacturing to have increased from 1898–1900 to 1926–27 by 49½ per cent, and from 1918–1920 to 1926–27 by 43 per cent. [20]

Figures from the Bureau of the Census show an increase in the physical production index from 1919 to 1925 of 28.5 per cent. [21] During this period there was a decrease in number of persons employed, so, as the report states, "Clearly output per worker must have risen markedly." [22] In a study entitled The Economic Significance of the Increased Efficiency of American Industry, Woodlief Thomas gives an index of output per person in the manufacturing industries in years in which the census of manufactures was taken, beginning with 1899. [23] A comparison of these figures with an index computed for real earnings for the more recent years is as follows:

Year	Index of output per person	Index of real annual earnings [1]	Year	Index of output per person	Index of real annual earnings [1]
1914	100	100	1923	122	128
1919	96	112	1925	136	128
1921	99	115	1927	[2] 140–145	

[1] Douglas, Paul H. Unpublished material prepared for Women's Trade Union League, May, 1929.
[2] Estimated.

This summary shows an increase in real earnings but a decline in output per person in 1919 and 1921; an increase in both in 1923, that in real earnings being greater than output per person; in 1925 the increase in output per person considerably outran the increase in real earnings.

If manufacturing production increased and number of workers decreased, it is obvious that output per worker increased. Of course, account must be taken of the fact that capital and equipment as well as labor made large contributions to the increase in physical volume of manufactures. Further, such increases as may occur in exchange value often are attributable to economic factors other than increase in capital or in productivity of labor; such, for example, as increased demand. However, there is evidence that a large proportion of the increased value added by manufacturing was attributable to labor

[20] U. S. Bureau of Labor Statistics. Monthly Labor Review, January, 1929, p. 55.
[21] U. S. Bureau of the Census. Monograph VIII. The Growth of Manufactures, 1899 to 1923, by Edmund E. Day and Woodlief Thomas, 1928, p. 194.
[22] Ibid., p. 37.
[23] American Economic Review, March, 1928, Supplement, p. 128.

and that the actual productivity of labor has increased. In a recent study of the productivity of labor, Charles W. Cobb and Paul H. Douglas have made an estimate as to the proportion of the increase in manufacturing productivity from 1899 to 1922 that may be attributed to labor, and they have considered this to be about three-fourths of the total increase. They give the following data as to the increase in productivity and that in real wages: [24]

Year	Index of final physical productivity of labor	Relative value productivity per unit of labor [1]	Index of real wage [1]	Per cent deviation of real wage from value productivity of labor
1899	100	101	99	
1919	113	102	111	+9
1920	119	114	114	0
1921	121	117	115	−2
1922	149	136	119	−17

[1] Base, average of 1899–1908=100.

From these figures it will be seen that while the relative value productivity per unit of labor in 1922 was 34 points above that in 1919 (and of course the physical productivity of labor had grown even more), the increase in the real wage during the same period was only 8 points.

Naturally, great differences have existed in the degree of growth of various industries. From certain figures given in the two census monographs cited, a comparison of the increase in the value added by manufacture in the chief woman-employing industries with the increase in the estimated full-time earnings of women, for the period 1919 to 1925, may be made as follows:

Industry	Per cent of increase from 1919 to 1925 in—	
	Value added by manufacture [a]	Estimated annual full-time earnings of women [b]
Boots and shoes	0.9	9.8
Clothing, men's	[c] 4.7	3.4
Confectionery [d]	19.1	21.7
Cotton manufactures	[e] 24.2	2.3
Electrical machinery, apparatus, and supplies	57.7	20.2
Knit goods	24.6	24.8
Paper and wood pulp	14.2	9.0
Shirts	23.3	9.6
Tobacco, cigars, and cigarettes	31.4	6.1

[a] Census Monograph VIII. Table 43, p. 200.
[b] Census Monograph X. Computed from data in Table A, p. 377.
[c] In this case the figure represents a decrease.
[d] Includes ice cream and chewing gum.
[e] Cotton goods and lace.

[24] Cobb, Charles W., and Douglas, Paul H. A Theory of Production. American Economic Review, March, 1928, Supplement, p. 161; Table X, p. 163; Table XI, p. 164.

Professor Douglas's new and comprehensive work, Real Wages in the United States, 1890 to 1926, did not appear until the present study was practically completed. In two industries that employ many women, taking the years of the census of manufactures, he shows the following: In food products, real earnings rose above the relative value productivity in every census period from 1914 to 1923, inclusive, but fell 4 per cent below in 1925; in textiles real earnings fell from 1 to 9 per cent below the value productivity in five of the seven years reported, rising 1 and 4 per cent above in 1919 and 1921, respectively. The per cent that payments in wages—exclusive of salaried employees—formed of total value added by manufacture was from 39.3 to 44.7 in the census years from 1899 to 1927, inclusive; when rent and taxes were subtracted from the value of manufactures, the proportion paid in wages rose and formed from 42.4 to 46.3 per cent. (See Douglas, Paul H., Real Wages in the United States, 1890 to 1926. Publications of the Pollak Foundation for Economic Research. Houghton Mifflin. 1930. pp. 531, 540, and 542.)

In the foregoing it is not certain that the figures for confectionery and cotton manufactures can be considered comparable with the industries in the present study. In only two of the seven other industries had the earnings of women increased by as much as 10 per cent, while the value added by manufacture had increased by more than 10 per cent in five—in one of these by as much as 57.7 per cent and in three others by over 20 per cent.

In regard to increased output of labor in specific industries, data may be quoted from the Bureau of Labor Statistics, which published in January, 1927, a summary of figures secured on the productivity of labor in 11 industries—the output per man-hour. An index based on the condition in 1914 was prepared for each industry. After 1921 the productivity was above that in 1914 in every industry reported; in all industries but two this increase was continuous to and including 1924.[25] While the majority of these were not woman-employing industries, in 7 of the 11 the increase in labor productivity was above the 28 points shown in the summary on page 159 to represent the increase in real earnings in all manufacturing in the same period—from 1914 to 1925. In the three that might be considered partially comparable with any industry presented in this report—boots and shoes, paper and pulp, and rubber tires—the increases in labor productivity in the period under consideration were shown to be, respectively, 6, 34, and 211 points, and this included the least and the greatest increase in any of the 11 industries included.

The subject of labor productivity and wages may be summarized by the following quotation from an article by Mr. Ewan Clague, formerly of the United States Bureau of Labor Statistics, based on the figures given for the various industries:[26]

* * * there can be no doubt on this one point, namely, that there is no immediate and exact connection between high productivity of labor in an industry and the wages paid in that industry * * *.

Where productivity is highest, there wages are likely to be high, too, but the wages will not be by any means in proportion to productivity; and where productivity is lowest, the wages will be higher than productivity would justify. The workers in industries where productivity is high ought not to permit themselves to be misled into expecting wage rates so high that the industry will not pay them, and, on the other hand, workers in industries of low productivity must continue to rely upon bargaining power and an appeal for a decent standard of living. But, taking the working class as a whole, this program of unrestricted output would undoubtedly be profitable to follow, assuming, of course, that what the workers want is steady work at good wages which have a high purchasing power, with the benefits of productivity divided about equally between higher wages and shorter hours for all workers.

Waste in industry and an advance in wages.

There are indications that in many industries a better wage could be paid without reduction in profits, by further steps to minimize material wastes in the production process. In 1921 the Federated American Engineering Societies made a study of waste in six important branches of industry, four of which were among the industries in which the Women's Bureau has reported for over 3,500 women: Boots and shoes, men's clothing, the metal trades, and textiles. In each case the plants selected for study were considered the most representative of the industry. While the careful estimates made show

[25] U. S. Bureau of Labor Statistics. Monthly Labor Review, January, 1927, p. 37, Table I.
[26] Clague, Ewan. Productivity and Wages in the United States. American Federationist, March, 1927.

large proportions of waste, the report states that it seeks to make no speculation in regard to the ultimate savings that may be possible.[27]

In the 17 boot and shoe plants studied, it was conservatively estimated that the net savings that might be obtained would form a reduction in production costs of 21 per cent. Of this waste, management was responsible for 73 per cent, labor for only 11 per cent, and other factors for 16 per cent. In "one of the best run plants in the country" loss of productive working time under normal conditions was estimated at about 24 per cent, almost entirely from causes assignable to management or the public and not to the workers; in other factories 30 to 35 per cent was lost, and this did not include shutdowns. In two factories loss of time from accidents had been reduced about 18 per cent.

In the men's clothing industry it was stated that "a 40 per cent pick-up in effectiveness is easily in sight." The responsibility for waste in the nine plants included was assigned 75 per cent to management, 9 per cent to the public, and only 16 per cent to labor.

In the metal trades 15 plants were studied, and the average waste was estimated at 28 per cent, the range being from 6 to 56 per cent. Of this, 81 per cent was chargeable to management and only 9 per cent to labor.

In textiles, most of the 13 mills studied were in Massachusetts, New York, and Pennsylvania, and they produced woolen, cotton, and silk cloth, thrown silk, and knit goods. The waste averaged 49.2 per cent, the range being from 27.7 to 72 per cent. Of this about 50 per cent was chargeable to management and only 10 per cent to labor.

The findings of the report are summarized by E. S. Furniss, of Yale University, as follows:[28]

> There is no question that our industries could pay a living wage. The recent report of Secretary Hoover's committee on waste in industry showed a percentage of waste in six of our major industries varying from 29 per cent to 64 per cent. Even if the added payment in wages in consideration of the standard of living should not come out of profit, there is certainly abundant opportunity for such a raise in wages to be met through the elimination of waste, which amounts on the average to about 40 per cent. Of this waste, more than 50 per cent is due to the fault of management and less than 25 per cent to labor. The most efficient plant in an industry is usually two or three times as efficient as the average plant.

Further testimony to the possibility of improvement in various industries is given by L. P. Alford and J. E. Hannum,[29] using a measure of labor time as a basic gage for industrial growth. In certain industries of interest to the present study, the per cents by which the least efficient plants studied varied from the most efficient in production in 1925 were given as follows:

	Per cent
Automobile parts	42
Cotton fabrics	79
Electrical machinery, apparatus, and supplies	49
Hosiery	39
Leather shoes	47
Paper and pulp	57
Hardware	101

[27] Federated American Engineering Societies. Waste in Industry, Washington, 1921.
[28] Furniss, E. S. Labor Problems. 1925, p. 127.
[29] American Society of Mechanical Engineers. Annual meeting, December 1928. Alford, L. P., and Hannum, J. E., A Basis for Evaluating Manufacturing Operation, pp. 5, 7.

After reiterating the economic principle that low manufacturing costs and high values added by manufacturing accompany high wages, the authors state:

> It appears that certain industries are caught in a vicious circle of low wages and inefficiency.

CONCLUSION

In concluding this chapter, which constitutes but a very brief summary of available indications as to several important questions bearing on the subject of women's wages, the following general statements would seem to be supportable: Sources of data on women's wages, in addition to the Women's Bureau, include two Federal bureaus, several State labor authorities, and an important manufacturers' organization. From the available estimates of living costs—and these usually purport to give a minimum living-cost figure—it would appear that most of the industrial workers in practically all the States included in the present study earned amounts too low for adequate subsistence. From the evidence at hand, it is apparent that women earn less than men even in the same occupations, usually very considerably less. That it is the rule for women to support dependents as well as themselves or to bear a considerable share in providing the necessary family income is indicated in studies that give information on this phase of the subject of women's wages. A consideration of data from authorities furnishing material on the increase in labor productivity would seem to warrant the conclusion that in late years its rate has been considerably more rapid than the increases usually are in rates of wages.[30] Studies of waste in industry made by engineers give proof that considerable cost reduction is possible in many industries. The increase in productivity incident to the manufacturing processes and the possibility of eliminating waste by improvements in the science of management would indicate that it should be possible for the wages of women to be increased without seriously reducing the legitimate profits of industry.

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[30] Since the present report went to press, there has appeared in print an analysis of the productivity of labor for 1849 to 1929, made by Ethelbert Stewart, U. S. Commissioner of Labor Statistics, from data of the U. S. Census of Manufactures and data prepared by the Bureau of Labor Statistics. In the period from 1909 to 1929, the value that was added to the product by the manufacturing processes per wage earner had increased 182.2 per cent; the per cent wages were of the value of product added by manufacture had fallen 10 per cent; wholesale prices had increased 42.8 per cent, retail prices of food had increased 76.8 per cent, and the index of wholesale prices of nonagricultural (manufactured) products had increased by 41.6.—Bureau of Labor Statistics, Monthly Labor Review, December, 1930, p. 36.

The wage data quoted were compiled from the average numbers of wage earners and total amounts of wages given by the Census of Manufactures. There is no way of obtaining such data on the earnings of women alone, but it is probable that they have advanced no more rapidly than those of men, over the whole period.

APPENDIX

GENERAL TABLES

APPENDIX—GENERAL TABLES

TABLE I.—*Number of establishments and number of white women studied, by State and industry*

Industry	All States		Alabama (1922)		Arkansas (1922)		Delaware (1924)		Georgia				Kentucky (1921)		Mississippi (1924)		Missouri (1922)		New Jersey (1922)		Ohio (1922)		Oklahoma (1924)		Rhode Island (1920)		South Carolina (1921)		Tennessee (1925)	
									Atlanta (1920)		Other places (1921)																			
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries	1,472	100,967	101	3,984	95	1,153	55	1,390	16	913	73	4,081	104	5,794	68	1,529	130	12,644	157	18,133	247	23,469	91	1,813	37	5,927	125	7,903	173	12,234
All manufacturing	847	79,162	48	2,982	29	209	15	761	7	448	38	3,463	66	4,473	24	894	73	9,160	126	15,397	169	18,488	14	224	22	4,886	89	7,419	127	10,358
Bakery products	20	1,175	5	45													3	374			5	430							7	326
Candy	54	2,923	3	9	5	64			4	353	3	59	5	260	4	37	8	699	3	252	12	793							7	397
Clothing:																														
Men's clothing	38	3,703											11	1,001			5	413	4	268	15	1,806							3	215
Overalls	30	2,267	6	340							4	261					14	1,273											6	393
Men's shirts	35	3,135					4	138									7	1,151	8	693	7	511	3	37					6	605
Women's clothing	14	1,248																	5	266	6	753							3	229
Drugs and chemicals	33	2,654	3	5	4	11											5	469	7	1,867									14	302
Electrical appliances	35	5,683															3	455	19	2,481	8	1,811			5	936				
Glass products	25	1,023																	8	294	9	556	8	173						
Metal products	64	6,332			3	12							5	295					21	2,516	24	2,716			6	734			5	59
Paper and paper products	69	3,785					3	50	3	95			3	127	3	93	8	913	10	583	28	1,458			5	321			6	145
Printing and publishing	36	540	5	27	8	50							4	82									3	14			3	31	13	336
Rubber products	23	5,482																	11	534	6	2,053			6	2,895				
Shoes	40	4,440											6	543			17	2,307			17	1,590								
Textiles:																														
Cordage and twine	15	731	3	115							3	223	5	253							4	140								
Cotton goods	120	12,943	15	1,637							20	2,548			8	650			6	590							64	6,419	7	1,099
Hosiery and knit goods	67	9,033	5	643			4	124			4	224							9	1,546	6	875					10	348	29	5,273
Yarns and thread	15	1,861	3	161															3	1,406							9	294		

Tobacco products:																														
Cigars	47	6,612	----	----	----	----	4	449	----	----	4	148	6	748	----	----	----	----	12	2,101	14	2,334	----	----	----	----	3	327	4	505
Tobacco	30	3,070	----	----	----	----	----	----	----	----	----	----	13	950	----	----	3	1,106	----	----	8	662	----	----	----	----	----	----	6	352
Wood products:																														
Boxes and crates	23	374	----	----	6	52	----	----	----	----	----	----	5	139	9	114	----	----	----	----	----	----	----	----	----	----	----	----	3	69
Furniture	14	148	----	----	3	20	----	----	----	----	----	----	3	75	----	----	----	----	----	----	----	----	----	----	----	----	----	----	8	53
General mercantile	254	14,342	21	742	32	625	28	339	5	404	11	392	15	753	16	378	20	2,437	8	1,844	37	3,535	25	626	6	723	15	307	15	1,237
5-and-10-cent stores	150	3,051	13	188	11	130	7	94	----	----	10	187	9	197	14	194	11	424	13	302	15	408	20	314	5	154	9	149	13	310
Laundries	221	4,412	19	72	23	189	5	196	4	61	14	39	14	371	14	63	26	623	10	590	26	1,038	32	649	4	164	12	28	18	329

TABLE II.—*Number of white women in manufacturing for whom various types of information in addition to earnings are reported in the present study, by State*

Type of information reported	Number of white women for whom information specified was obtained in—														
	All States	Alabama	Arkansas	Delaware	Georgia		Kentucky	Mississippi	Missouri	New Jersey	Ohio	Oklahoma	Rhode Island	South Carolina	Tennessee
					Atlanta	Other places									
Number of establishments visited	847	48	29	15	7	38	66	24	73	126	169	14	22	89	127
Week's earnings—All women reported	79,162	2,982	209	761	448	3,463	4,473	894	9,160	15,397	18,488	224	4,886	7,419	10,358
Most common weekly hours (full-time workers)	29,199	700	----------	----------	169	1,241	1,504	----------	3,250	5,675	7,930	----------	1,523	2,474	4,733
Weekly rates	13,240	514	168	117	300	893	2,407	242	1,259	973	1,576	160	1,446	1,191	1,994
Year's earnings	8,422	539	26	138	55	340	341	120	1,184	1,363	2,510	22	342	658	784
Timework and piecework	77,994	2,844	209	754	448	3,460	4,462	797	9,022	15,027	18,297	214	4,828	7,379	10,253
Undertime, full time, and overtime	66,940	2,087	206	742	440	2,364	3,454	783	7,553	11,891	17,092	213	4,175	6,711	9,229
Age	39,141	1,715	----------	510	----------	1,363	3,043	386	5,522	6,487	10,733	----------	1,173	3,092	5,117
Experience	35,670	1,676	----------	509	----------	1,332	2,804	373	5,207	5,282	9,497	----------	1,140	2,992	4,858
Race of foreign born	[1] 4,362	----------	----------	----------	----------	----------	----------	----------	451	1,542	1,931	----------	317	----------	----------

[1] Total includes 121 foreign-born women in nine States not shown separately, the numbers ranging from 1 to 46.

TABLE III.—*Week's earnings of white women in manufacturing, by State*

State	Women reported		Women who received—											
			Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over	
	Number	Median of the earnings	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Alabama	2,982	$8.39	1,356	45.3	661	22.2	418	14.0	330	11.1	182	6.1	35	1.2
Arkansas	209	10.24	64	30.6	36	17.2	34	16.3	40	19.1	33	15.8	2	1.0
Delaware	761	13.26	119	15.6	109	14.3	95	12.5	135	17.7	173	22.7	130	17.1
Georgia:														
Atlanta	448	11.06	81	18.1	85	19.0	104	23.2	99	22.1	62	13.8	17	3.8
Other places	3,463	12.90	595	17.2	452	13.1	479	13.8	667	19.3	874	25.2	396	11.4
Kentucky	4,473	10.84	1,098	24.5	737	16.5	916	20.5	782	17.5	673	15.0	267	6.0
Mississippi	894	8.35	408	45.6	225	25.2	141	15.8	84	9.4	31	3.5	5	.6
Missouri	9,160	12.27	1,664	18.2	1,172	12.8	1,534	16.7	1,971	21.5	2,009	21.9	810	8.8
New Jersey	15,397	15.23	1,105	7.2	1,037	6.7	1,736	11.3	3,563	23.1	5,268	34.2	2,688	17.5
Ohio	18,488	14.52	2,082	11.3	1,334	7.2	2,218	12.0	4,195	22.7	4,964	26.8	3,695	20.0
Oklahoma	224	13.14	26	11.6	23	10.3	38	17.0	77	34.4	51	22.8	9	4.0
Rhode Island	4,886	19.13	154	3.2	111	2.3	211	4.3	719	14.7	1,514	31.0	2,177	44.6
South Carolina	7,419	9.49	2,628	35.4	1,490	20.1	1,231	16.6	1,175	15.8	772	10.4	123	1.7
Tennessee	10,358	11.03	2,511	24.2	1,721	16.6	1,742	16.8	2,051	19.8	1,794	17.3	539	5.2

TABLE IV.—*Median of the week's earnings of white women in manufacturing, by State, industry, and date of survey*

Industry	Total number		Number of women and the median of their earnings in—													
			Rhode Island (1920)		Georgia				Kentucky (1921)		South Carolina (1921)		Alabama (1922)		Arkansas (1922)	
					Atlanta (1920)		Other places (1921)									
	Establishments	Women	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median
All manufacturing	847	79,162	4,886	$19.13	448	$11.06	3,463	$12.90	4,473	$10.84	7,419	$9.49	2,982	$8.39	209	$10.24
Bakery products	20	1,175											45	8.42		
Candy	54	2,923			353	10.99	59	10.28	260	9.42			9	(1)	64	8.63
Clothing:																
Men's clothing	38	3,703							1,001	12.48						
Overalls	30	2,267					261	13.89					340	10.00		
Men's shirts	35	3,135														
Women's clothing	14	1,248														
Drugs and chemicals	33	2,654											5	(1)	11	(1)
Electrical appliances	35	5,683	936	17.39												
Glass products	25	1,023														
Metal products	64	6,332	734	18.63					295	13.98					12	(1)
Paper and paper products	69	3,785	321	12.27	95	11.50			127	9.18						
Printing and publishing	36	540							82	13.00	31	13.13	27	17.50	50	15.50
Rubber products	23	5,482	2,895	20.94												
Shoes	40	4,440							543	10.72						
Textiles:																
Cordage and twine	15	731					223	13.55	253	10.01			115	9.53		
Cotton goods	120	12,943					2,548	12.77			6,419	9.55	1,637	8.69		
Hosiery and knit goods	67	9,033					224	10.91			348	7.63	643	6.98		
Yarns and thread	15	1,861									294	9.27	161	6.41		
Tobacco products:																
Cigars	47	6,612					148	16.10	748	11.07	327	9.86				
Tobacco	30	3,070							950	10.58						
Wood products:																
Boxes and crates	23	374							139	7.50					52	7.67
Furniture	14	148							75	10.15					20	11.50

Industry	Number of women and the median of their earnings in—													
	Missouri (1922)		New Jersey (1922)		Ohio (1922)		Delaware (1924)		Mississippi (1924)		Oklahoma (1924)		Tennessee (1925)	
	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median
All manufacturing	9,160	$12.27	15,397	$15.23	18,488	$14.52	761	$13.26	894	$8.35	224	$13.14	10,358	$11.03
Bakery products	374	11.78			430	12.50							326	9.81
Candy	699	11.75	252	10.36	793	10.63			37	9.30			397	9.69
Clothing:														
Men's clothing	413	12.14	268	15.21	1,806	19.57							215	12.39
Overalls	1,273	10.21											393	16.17
Men's shirts	1,151	11.69	693	15.08	511	15.20	138	7.87			37	15.06	605	11.66
Women's clothing			266	11.71	753	15.07							229	9.48
Drugs and chemicals	469	11.67	1,867	18.04									302	9.42
Electrical appliances	455	15.89	2,481	15.77	1,811	16.70								
Glass products			294	11.97	556	12.37					173	12.79		
Metal products			2,516	13.67	2,716	12.50							59	12.50
Paper and paper products	913	12.19	583	13.04	1,458	12.72	50	14.38	93	8.79			145	11.68
Printing and publishing											14	(1)	336	16.12
Rubber products			534	14.80	2,053	17.19								
Shoes	2,307	12.78			1,590	15.53								
Textiles:														
Cordage and twine					140	10.36								
Cotton goods			590	12.44					650	8.13			1,099	10.84
Hosiery and knit goods			1,546	16.15	875	11.70	124	11.15					5,273	11.08
Yarns and thread			1,406	17.05										
Tobacco products:														
Cigars			2,101	16.36	2,334	14.90	449	16.45					505	8.69
Tobacco	1,106	13.16			662	11.71							352	13.23
Wood products:														
Boxes and crates									114	8.64			69	8.67
Furniture													53	8.30

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

TABLE V.—*Week's earnings of white women in the chief woman-employing manufacturing industries reported, by State and industry*

State and industry	All women reported		Women who received—											
			Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over	
	Number	Median earnings	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Cotton goods:														
Alabama	1,637	$8.69	676	41.3	407	24.9	263	16.1	190	11.6	82	5.0	19	1.2
Georgia [1]	2,548	12.77	426	16.7	349	13.7	371	14.6	479	18.8	634	24.9	289	11.3
Mississippi	650	8.13	315	48.5	138	21.2	101	15.5	64	9.8	27	4.2	5	.8
New Jersey	590	12.44	35	5.9	62	10.5	171	29.0	115	19.5	94	15.9	113	19.2
South Carolina	6,419	9.55	2,209	34.4	1,316	20.5	1,083	16.9	1,053	16.4	660	10.3	98	1.5
Tennessee	1,099	10.84	245	22.3	180	16.4	242	22.0	228	20.7	171	15.6	33	3.0
Hosiery and knit goods:														
Alabama	643	6.98	383	59.6	131	20.4	66	10.3	45	7.0	18	2.8		
Delaware	124	11.15	18	14.5	24	19.4	31	25.0	31	25.0	20	16.1		
Georgia [1]	224	10.91	63	28.1	29	12.9	30	13.4	52	23.2	35	15.6	15	6.7
New Jersey	1,546	16.15	101	6.5	108	7.0	147	9.5	294	19.0	496	32.1	400	25.9
Ohio	875	11.70	107	12.2	96	11.0	167	19.1	243	27.8	185	21.1	77	8.8
South Carolina	348	7.63	185	53.2	67	19.3	40	11.5	25	7.2	27	7.8	4	1.1
Tennessee	5,273	11.08	1,362	25.8	802	15.2	870	16.5	1,062	20.1	971	18.4	206	3.9
Cigars:														
Delaware	449	16.45	28	6.2	61	13.6	41	9.1	62	13.8	130	29.0	127	28.3
Georgia [1]	148	16.10	11	7.4	10	6.8	17	11.5	17	11.5	60	40.5	33	22.3
Kentucky	748	11.07	210	28.1	94	12.6	127	17.0	158	21.1	128	17.1	31	4.1
New Jersey	2,101	16.36	220	10.5	141	6.7	191	9.1	318	15.1	648	30.8	583	27.7
Ohio	2,334	14.90	329	14.1	213	9.1	212	9.1	426	18.3	638	27.3	516	22.1
South Carolina	327	9.86	130	39.8	36	11.0	40	12.2	43	13.1	62	19.0	16	4.9
Tennessee	505	8.69	206	40.8	124	24.6	105	20.8	56	11.1	13	2.6	1	.2
Metal products:														
Arkansas	12	(2)			3	(2)	4	(2)	4	(2)	1	(2)		
Kentucky	295	13.98	21	7.1	37	12.5	32	10.8	88	29.8	89	30.2	28	9.5
New Jersey	2,516	13.67	191	7.6	202	8.0	410	16.3	783	31.1	792	31.5	138	5.5
Ohio	2,716	12.50	322	11.9	185	6.8	434	16.0	733	27.0	743	27.4	299	11.0
Rhode Island	734	18.63	20	2.7	7	1.0	18	2.5	91	12.4	331	45.1	267	36.4
Tennessee	59	12.50	2	3.4	10	16.9	14	23.7	19	32.2	14	23.7		
Electrical appliances:														
Missouri	455	15.89	19	4.2	23	5.1	45	9.9	96	21.1	222	48.8	50	11.0
New Jersey	2,481	15.77	92	3.7	68	2.7	175	7.1	750	30.2	1,120	45.1	276	11.1
Ohio	1,811	16.70	96	5.3	50	2.8	110	6.1	403	22.2	692	38.2	460	25.4
Rhode Island	936	17.39	36	3.8	23	2.5	48	5.1	176	18.8	362	38.7	291	31.1
Rubber products:														
New Jersey	534	14.80	34	6.4	33	6.2	78	14.6	131	24.5	182	34.1	76	14.2
Ohio	2,053	17.19	205	10.0	64	3.1	150	7.3	377	18.4	675	32.9	582	28.3
Rhode Island	2,895	20.94	55	1.9	45	1.6	78	2.7	347	12.0	766	26.5	1,604	55.4

Shoes:														
Kentucky	543	10.72	124	22.8	106	19.5	87	16.0	100	18.4	87	16.0	39	7.2
Missouri	2,307	12.78	330	14.3	333	14.4	345	15.0	471	20.4	487	21.1	341	14.8
Ohio	1,590	15.53	142	8.9	151	9.5	189	11.9	258	16.2	404	25.4	446	28.1

[1] Exclusive of Atlanta.

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

TABLE VI.—*Median of the week's earnings of white women in manufacturing, according to whether working undertime, full time, or overtime, by State*

State	All women reported		Undertime workers				Full-time workers				Overtime workers			
	Number	Median earnings	Number	Per cent of total	Median earnings	Per cent by which median is below that of full-time workers	Number	Per cent of total	Median earnings	Per cent by which median is above that of all women reported	Number	Per cent of total	Median earnings	Per cent by which median is above that of full-time workers
Alabama	2,087	$8.51	1,249	59.8	$7.14	31.2	702	33.6	$10.38	22.0	136	6.5	$10.56	1.7
Arkansas	206	10.21	103	50.0	8.15	32.5	93	45.1	12.08	18.3	10	4.9	(1)	---------
Delaware	742	13.14	325	43.8	10.02	39.2	406	54.7	16.48	25.4	11	1.5	(1)	---------
Georgia:														
Atlanta	440	11.12	270	61.4	9.95	22.6	169	38.4	12.86	15.6	1	.2	(1)	---------
Other places	2,364	12.94	1,094	46.3	10.00	34.5	1,241	52.5	15.27	18.0	29	1.2	14.25	[2] 6.7
Kentucky	3,454	10.61	1,634	47.3	8.71	25.0	1,504	43.5	11.62	9.5	316	9.1	16.69	43.6
Mississippi	783	8.11	428	54.7	6.69	29.2	311	39.7	9.45	16.5	44	5.6	10.00	5.8
Missouri	7,553	12.60	4,038	53.5	10.85	22.6	3,250	43.0	14.01	11.2	265	3.5	16.27	16.1
New Jersey	11,891	15.19	5,499	46.2	13.35	19.7	5,675	47.7	16.63	9.5	717	6.0	16.84	1.3
Ohio	17,092	14.41	7,611	44.5	11.95	25.5	7,950	46.5	16.04	11.3	1,531	9.0	16.66	3.9
Oklahoma	213	13.16	111	52.1	10.91	25.0	55	25.8	14.54	10.5	47	22.1	15.41	6.0
Rhode Island	4,175	19.19	1,915	45.9	16.97	10.1	1,523	36.5	18.88	[2] 1.6	737	17.7	25.18	33.4
South Carolina	6,711	9.51	4,212	62.8	8.03	33.4	2,474	36.9	12.05	26.7	25	.4	13.83	14.8
Tennessee	9,229	11.04	4,119	44.6	8.92	28.0	4,733	51.3	12.39	12.2	377	4.1	15.19	22.6

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

[2] In this case the figure shows a decline.

TABLE VII.—*Earnings distribution of white women full-time workers in the chief woman-employing manufacturing industries reported, and median earnings according to extent of time worked, by industry and State*

State and industry	Total		Undertime			Full time															Overtime		
			Women			Women				Women who received—											Women		
										Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over			
	Number of women	Median earnings	Number	Per cent	Median earnings	Number	Per cent	Median earnings	Per cent by which median rose above that for all women	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Median earnings
Cotton goods:																							
Alabama	1,313	$8.87	754	57.4	$7.47	452	34.4	$10.65	20.1	63	13.9	122	27.0	108	23.9	89	19.7	55	12.2	15	3.3	107	8.1	$10.47
Georgia [1]	1,797	12.69	895	49.8	10.16	875	48.7	15.20	19.8	40	4.6	89	10.2	119	13.6	164	18.7	322	36.8	141	16.1	27	1.5	13.83
Mississippi	563	7.86	326	57.9	6.86	219	38.9	9.66	22.9	61	27.9	57	26.0	51	23.3	34	15.5	13	5.9	3	1.4	18	3.2	8.00
New Jersey	590	12.44	159	26.9	9.57	407	69.0	12.83	3.1					153	37.6	105	25.8	65	16.0	84	20.6	24	4.1	24.50
South Carolina	5,905	9.55	3,848	65.2	8.19	2,034	34.4	12.17	27.4	200	9.8	325	16.0	452	22.2	557	27.4	427	21.0	73	3.6	23	.4	14.17
Tennessee	1,066	10.84	439	41.2	8.38	621	58.3	12.37	14.1	39	6.3	70	11.3	175	28.2	174	28.0	132	21.3	31	5.0	6	.6	(2)
Hosiery and knit goods:																							
Alabama	399	7.45	269	67.4	6.43	118	29.6	9.26	24.3	35	29.7	38	32.2	15	12.7	17	14.4	13	11.0			12	3.0	(2)
Delaware	124	11.15	64	51.6	10.22	60	48.4	12.78	14.6	3	5.0	9	15.0	11	18.3	22	36.7	15	25.0					
Georgia [1]	127	10.85	66	52.0	9.67	61	48.0	13.13	21.0	9	14.8	4	6.6	12	19.7	13	21.3	14	23.0	9	14.8			
New Jersey	224	16.00	159	71.0	15.32	52	23.2	18.00	12.5					3	5.8	14	26.9	23	44.2	12	23.1	13	5.8	(2)
Ohio	704	13.16	321	45.6	10.73	308	43.8	14.21	8.0	2	.6	1	.3	52	16.9	132	42.9	87	28.2	34	11.0	75	10.7	15.81
South Carolina	196	7.71	83	42.3	6.12	113	57.7	9.42	22.2	44	38.9	23	20.4	15	13.3	12	10.6	17	15.0	2	1.8			
Tennessee	4,665	11.14	2,326	49.9	9.18	2,112	45.3	12.60	13.1	255	12.1	280	13.3	395	18.7	557	26.4	517	24.5	108	5.1	227	4.9	16.14
Metal products:																							
Arkansas	12	(2)	6	(2)	(2)			(2)				1	(2)	1	(2)	1	(2)					3	(2)	(2)
Kentucky	289	14.08	121	41.9	11.81	123	42.6	15.15	7.6	1	.8	5	4.1	10	8.1	43	35.0	55	44.7	9	7.3	45	15.6	15.75
New Jersey	2,128	13.56	1,155	54.3	12.72	812	38.2	13.98	3.1	9	1.1	27	3.3	118	14.5	363	44.7	251	30.9	44	5.4	161	7.6	16.83
Ohio	2,714	13.50	1,352	49.8	11.55	1,021	37.6	15.79	17.0			25	2.4	137	13.4	207	20.3	449	44.0	203	19.9	341	12.6	13.59
Rhode Island	693	18.75	209	30.2	15.97	479	69.1	19.81	5.7							28	5.8	218	45.5	233	48.6	5	.7	(2)
Tennessee	59	12.50	27	45.8	10.25	25	42.4	14.38	15.0					2	8.0	13	52.0	10	40.0			7	11.9	(2)
Electrical appliances:																							
Missouri	455	15.89	332	73.0	15.06	77	16.9	17.79	12.0					1	1.3	13	16.9	57	74.0	6	7.8	46	10.1	17.67
New Jersey	2,474	15.75	1,427	57.7	15.00	819	33.1	16.13	2.4					7	.9	307	37.5	393	48.0	112	13.7	228	9.2	17.68
Ohio	1,638	16.93	771	47.1	15.54	815	49.8	18.02	6.4			4	.5	15	1.8	200	24.5	292	35.8	304	37.3	52	3.2	19.00
Rhode Island	807	17.43	318	39.4	14.34	370	45.8	18.12	4.0					2	.5	60	16.2	179	48.4	129	34.9	119	14.7	22.23

Cigars:																								
Delaware	448	16.44	110	24.6	12.44	333	74.3	17.69	7.6	7	2.1	43	12.9	28	8.4	34	10.2	103	30.9	118	35.4	5	1.1	(2)
Georgia [1]	132	15.88	27	20.5	8.70	105	79.5	17.05	7.4	1	1.0	4	3.8	11	10.5	11	10.5	52	49.5	26	24.8	------	------	------
Kentucky	442	10.00	138	31.2	6.67	302	68.3	10.90	9.0	86	28.5	37	12.3	62	20.5	63	20.9	48	15.9	6	2.0	2	.5	(2)
New Jersey	1,207	17.23	463	38.4	12.47	736	61.0	18.92	9.8	11	1.5	21	2.9	33	4.5	96	13.0	256	34.8	319	43.3	8	.7	(2)
Ohio	2,181	15.02	771	35.4	10.80	1,383	63.4	17.71	17.9	55	4.0	101	7.3	105	7.6	228	16.5	447	32.3	447	32.3	27	1.2	18.17
South Carolina	303	9.59	131	43.2	1.81	172	56.8	13.73	43.2	14	8.1	26	15.1	29	16.9	33	19.2	55	32.0	15	8.7	------	------	------
Tennessee	479	8.80	139	29.0	5.36	340	71.0	9.87	12.2	80	23.5	96	28.2	97	28.5	53	15.6	13	3.8	1	.3	------	------	------
Rubber products:																								
New Jersey	461	15.07	301	65.3	14.76	148	32.1	15.29	1.5	------	------	4	2.7	22	14.9	40	27.0	70	47.3	12	8.1	12	2.6	(2)
Ohio	2,048	17.19	1,151	56.2	14.73	537	26.2	18.67	8.6	------	------	------	------	16	3.0	121	22.5	196	36.5	204	38.0	360	17.6	20.32
Rhode Island	2,407	21.10	1,239	51.5	20.01	571	23.7	19.23	[3] 8.9	------	------	3	.5	5	.9	100	17.5	225	39.4	238	41.7	597	24.8	26.64
Shoes:																								
Kentucky	425	10.12	262	61.6	9.22	144	33.9	10.61	4.8	16	11.1	37	25.7	34	23.6	27	18.7	19	13.2	11	7.6	19	4.5	14.50
Missouri	2,085	12.70	1,032	49.5	10.57	923	44.3	14.10	10.7	23	2.5	113	12.2	142	15.4	242	26.2	247	26.8	156	16.9	130	6.2	15.73
Ohio	1,509	15.30	700	46.4	12.45	774	51.3	16.93	11.0	9	1.2	47	6.1	81	10.5	139	18.0	233	30.1	265	34.2	35	2.3	17.38

[1] Exclusive of Atlanta.

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

[3] In this case the figure shows a decline.

TABLE VIII.—*Earnings distribution of white women full-time workers who worked the most common scheduled hours in manufacturing in nine industrial States, by State*

State, total reported, and most common scheduled hours [1]	Full-time workers with hours as specified	Per cent who earned—					
		Under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Alabama—700 full-time workers:							
55 and under 60 hours	544	19.7	27.8	23.3	17.6	9.4	2.2
Georgia—Atlanta—169 full-time workers:							
52 and under 55 hours	106	-------	5.7	26.4	39.6	21.7	6.6
Georgia—Other places—1,241 full-time workers:							
Over 48 and under 52 hours	102	2.9	2.9	8.8	10.8	50.0	24.5
55 and under 60 hours	687	4.7	10.0	14.3	18.0	36.8	16.2
60 hours and over	334	6.0	7.8	10.8	25.1	39.8	10.5
Kentucky—1,504 full-time workers:							
Under 48 hours	161	1.2	9.3	18.6	23.0	37.9	9.9
48 hours	219	1.8	17.4	17.4	27.4	31.1	5.0
Over 48 and under 52 hours	576	13.2	14.8	35.4	19.3	13.9	3.5
52 and under 55 hours	222	16.2	15.8	25.2	29.7	12.6	.5
55 and under 60 hours	220	29.5	8.6	35.0	21.8	5.0	------
60 hours and over	106	-------	34.9	21.7	36.8	5.7	.9
Missouri—3,250 full-time workers:							
Under 48 hours	492	2.2	3.7	7.1	24.2	49.0	13.8
48 hours	688	.1	3.5	23.1	30.8	27.8	14.7
Over 48 and under 52 hours	1,525	6.0	10.8	19.9	28.9	27.6	7.0
52 and under 55 hours	545	1.5	3.3	15.8	37.2	33.0	9.2
New Jersey—5,675 full-time workers:							
Under 48 hours	1,980	.2	4.0	5.0	16.7	45.4	28.7
48 hours	1,283	.5	1.5	8.0	34.0	41.9	14.1
Over 48 and under 52 hours	1,495	.6	2.2	17.3	27.2	33.0	19.7
52 and under 55 hours	856	.8	2.1	4.9	27.3	28.6	36.2
Ohio—7,930 full-time workers:							
Under 48 hours	1,780	.2	2.0	7.2	14.7	37.0	38.9
48 hours	628	.2	3.5	9.6	34.1	30.1	22.6
Over 48 and under 52 hours	5,522	2.0	4.8	12.3	27.3	31.4	22.1
Rhode Island—1,523 full-time workers:							
48 hours	939	-------	.3	2.4	16.9	41.4	38.9
Over 48 and under 52 hours	582	-------	-------	.3	14.6	43.8	41.2
South Carolina—2,474 full-time workers:							
52 and under 55 hours	118	5.1	11.0	12.7	16.1	42.4	12.7
55 and under 60 hours	2,160	10.4	16.1	22.6	27.0	20.5	3.5
60 hours and over	109	33.9	28.4	13.8	17.4	6.4	------
Tennessee—4,733 full-time workers:							
Under 48 hours	415	3.1	4.3	10.8	20.0	31.8	29.9
48 hours	151	.7	3.3	4.0	15.9	55.6	20.5
Over 48 and under 52 hours	520	11.5	22.5	18.5	20.4	20.8	6.3
52 and under 55 hours	1,213	9.1	15.9	21.3	24.6	22.2	6.9
55 and under 60 hours	2,434	12.5	16.7	22.5	26.3	19.3	2.8

[1] Hour groups in which as many as 100 women were reported.

TABLE IX.—*Week's earnings and prevailing hours of white women full-time workers in the chief woman-employing manufacturing industries reported, by State and industry*

State and industry	Total number of women	Hour group having most women						
		Range of hours	Women with these hours		Earnings of—			
					Largest group of women		Second largest group	
			Number	Per cent	Range	Number of women	Range	Number of women
Cotton goods:								
Alabama	452	55 and under 60	407	90.0	$8 and under $10	113	$10 and under $12	103
Georgia [1]	875	do	662	75.7	$15 and under $20	252	$12 and under $15	120
Mississippi	219	60 and over	179	81.7	$8 and under $10	48	Under $8	47
New Jersey	407	Over 48 and under 52	225	55.3	$10 and under $12	151	$12 and under $15	47
South Carolina	2,034	55 and under 60	1,984	97.5	$12 and under $15	541	$10 and under $12	443
Tennessee	621	do	535	86.2	$10 and under $12	163	$12 and under $15	140
Hosiery and knit goods:								
Alabama	118	do	50	42.4	Under $8	22	$8 and under $10	18
Ohio	308	Over 48 and under 52	294	95.5	$12 and under $15	126	$15 and under $20	83
South Carolina	113	55 and under 60	72	63.7	$8 and under $10	17	Under $8	16
Tennessee	2,112	do	1,220	57.8	$12 and under $15	335	$15 and under $20	275
Cigars:								
Georgia [1]	105	Over 48 and under 52	97	92.4	$15 and under $20	51	$20 and over	25
Kentucky	302	52 and under 55	165	54.6	$12 and under $15	47	$10 and under $12	45
New Jersey	736	do	514	69.8	$20 and over	289	$15 and under $20	160
Ohio	1,363	Over 48 and under 52	1,311	96.2	$15 and under $20	426	$20 and over	417
South Carolina	172	52 and under 55	109	63.4	do	47	$12 and under $15	18
Tennessee	340	55 and under 60	339	99.7	$10 and under $12	97	$8 and under $10	96
Metal products:								
Kentucky	123	Over 48 and under 52	85	69.1	$15 and under $20	37	$12 and under $15	28
New Jersey	812	48	430	53.0	$12 and under $15	193	$15 and under $20	135
Ohio	1,021	Over 48 and under 52	577	56.5	$15 and under $20	244	$12 and under $15	141
Rhode Island	479	48	297	62.0	do	151	$20 and over	129
Electrical appliances:								
New Jersey	819	do	458	55.9	do	252	$12 and under $15	138
Ohio	815	Over 48 and under 52	747	91.7	$20 and over	293	$15 and under $20	247
Rhode Island	370	do	370	100.0	$15 and under $20	179	$20 and over	129
Rubber products:								
New Jersey	148	52 and under 55	65	43.9	$10 and under $12 $15 and under $20	22 22	$12 and under $15	11
Ohio	537	Under 48	213	39.7	$20 and over	111	$15 and under $20	80
Rhode Island	571	48	550	96.3	do	231	do	219
Shoes:								
Kentucky	144	Over 48 and under 52	125	86.8	$10 and under $12	31	$8 and under $10	28
Missouri	923	do	335	36.3	$8 and under $10	89	$10 and under $12 $12 and under $15	77 77
Ohio	774	do	650	84.0	$15 and under $20	198	$20 and over	194

Cotton goods:								
Alabama	452	60 and over	41	9.1	$12 and under $15	14	$15 and under $20	9
Georgia [1]	875	do	213	24.3	$15 and under $20	70	$12 and under $15	44
Mississippi	219	55 and under 60	40	18.3	Under $8	14	$10 and under $12	10
New Jersey	407	48	160	39.3	$20 and over	72	$15 and under $20	49
South Carolina	2,034	60 and over	49	2.4	$12 and under $15	16	$8 and under $10	12
Tennessee	621	52 and under 55	86	13.8	do	34	$15 and under $20	14
Hosiery and knit goods:								
Alabama	118	60 and over	34	28.8	$8 and under $10	12	$12 and under $15	9
Ohio	308	Under 48	14	4.5	$12 and under $15	6	$10 and under $12	4
							$15 and under $20	4
South Carolina	113	60 and over	32	28.3	Under $8	27	$8 and under $10	5
Tennessee	2,112	52 and under 55	808	38.3	$15 and under $20	224	$12 and under $15	197
Cigars:								
Georgia [1]	105	do	6	5.7	$8 and under $10	2	(2)	(2)
Kentucky	302	Under 48	68	22.5	$15 and under $20	28	$12 and under $15	16
New Jersey	736	Over 48 and under 52	155	21.1	do	78	do	39
Ohio	1,363	Under 48	52	3.8	$20 and over	27	$15 and under $20	9
South Carolina	172	do	63	36.6	$10 and under $12	16	$12 and under $15	15
Tennessee	340	do	1	.3	$20 and over	1		
Metal products:								
Kentucky	123	48	27	22.0	$15 and under $20	13	$12 and under $15	12
New Jersey	812	Over 48 and under 52	294	36.2	$12 and under $15	138	$15 and under $20	87
Ohio	1,021	Under 48	298	29.2	$15 and under $20	158	$20 and over	112
Rhode Island	479	Over 48 and under 52	180	37.6	$20 and over	103	$15 and under $20	66
Electrical appliances:								
New Jersey	819	52 and under 55	193	23.6	$12 and under $15	153	do	34
Ohio	815	Under 48	68	8.3	$15 and under $20	45	$20 and over	11
Rubber products:								
New Jersey	148	do	52	35.1	do	32	$12 and under $15	19
Ohio	537	Over 48 and under 52	168	31.3	$12 and under $15	86	$15 and under $20	65
Rhode Island	571	do	21	3.7	do	8	$20 and over	7
Shoes:								
Kentucky	144	55 and under 60	18	12.5	$8 and under $10	9	Under $8	4
Missouri	923	48	320	34.7	$15 and under $20	110	$20 and over	91
Ohio	774	Under 48	78	10.1	$20 and over	45	$15 and under $20	21

[1] Exclusive of Atlanta.

[2] Each of four other amounts was earned by one woman.

TABLE X.—*Median of the week's earnings of white women in manufacturing, according to whether timeworkers, pieceworkers, or on both timework and piecework, by State*

State	All women		Timeworkers			
	Number	Median earnings	Number	Per cent of total	Median earnings	Per cent by which median was below that for all women
Alabama	2,844	$8.45	529	18.6	$8.34	1.3
Arkansas	209	10.24	168	80.4	10.50	[1] 2.5
Delaware	754	13.22	131	17.4	10.29	22.2
Georgia:						
Atlanta	448	11.06	300	67.0	10.61	4.1
Other places	3,460	12.89	907	26.2	11.98	7.1
Kentucky	4,462	10.84	2,419	54.2	10.62	2.0
Mississippi	797	8.19	245	30.7	7.54	7.9
Missouri	9,022	12.31	3,465	38.4	11.98	2.7
New Jersey	15,027	15.26	5,333	35.5	13.41	12.1
Ohio	18,297	14.54	6,812	37.2	12.66	12.9
Oklahoma	214	13.23	160	74.8	12.70	4.0
Rhode Island	4,828	19.16	1,456	30.2	16.02	16.4
South Carolina	7,379	9.48	1,208	16.4	8.96	5.5
Tennessee	10,253	11.03	2,198	21.4	10.63	3.6

TABLE X.—*Median of the week's earnings of white women in manufacturing, according to whether timeworkers, pieceworkers, or on both timework and piecework, by State*—Continued.

State	Pieceworkers				Women on both timework and piecework		
	Number	Per cent of total	Median earnings	Per cent by which median was above that for all women	Number	Per cent of total	Median earnings
Alabama	2,284	80.3	$8.50	0.6	31	1.1	$6.75
Arkansas	35	16.7	9.70	[2] 5.3	6	2.9	(3)
Delaware	619	82.1	14.18	7.3	4	.5	(3)
Georgia:							
Atlanta	131	29.2	12.86	16.3	17	3.8	11.88
Other places	2,145	62.0	13.39	3.9	408	11.8	12.19
Kentucky	1,946	43.6	11.36	4.8	97	2.2	9.81
Mississippi	513	64.4	8.57	4.6	39	4.9	9.05
Missouri	4,952	54.9	12.66	2.8	605	6.7	12.53
New Jersey	8,674	57.7	16.55	8.5	1,020	6.8	16.42
Ohio	10,452	57.1	16.34	12.4	1,033	5.6	15.41
Oklahoma	48	22.4	13.50	2.0	6	2.8	(3)
Rhode Island	2,969	61.5	21.34	11.4	403	8.3	20.40
South Carolina	5,577	75.6	9.68	2.1	594	8.0	9.12
Tennessee	7,810	76.2	11.18	1.4	245	2.4	11.80

[1] In this case the figure shows an increase.
[2] In this case the figure shows a decline.
[3] Not computed, owing to the small number involved.

TABLE XI.—*Earnings distribution of white women full-time workers in the chief woman-employing manufacturing industries reported in 11 States, according to whether timeworkers or pieceworkers, by State and industry*

Industry and earnings	Alabama				Delaware				Georgia [1]				Kentucky				Mississippi				Missouri			
	Time-workers		Piece-workers		Time-workers		Piece-workers		Time-workers		Piece-workers		Time-workers		Piece-workers		Time-workers		Piece-workers		Time-workers		Piece-workers	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	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 manufacturing:																								
Number of women reported	169	100.0	508	100.0	75	100.0	325	100.0	504	100.0	584	100.0	1,057	100.0	418	100.0	85	100.0	151	100.0	1,490	100.0	1,495	100.0
Median of the earnings	$9.87	-----	$10.63	-----	$10.06	-----	$17.87	-----	$13.85	-----	$16.42	-----	$11.54	-----	$11.86	-----	$9.31	-----	$9.66	-----	$12.88	-----	$15.53	-----
Under $8	27	16.0	96	18.9	-----	-----	12	3.7	32	6.3	24	4.1	121	11.4	60	14.4	30	35.3	37	24.5	43	2.9	60	4.0
$8 and under $10	62	36.7	115	22.6	37	49.3	16	4.9	71	14.1	25	4.3	158	14.9	69	16.5	18	21.2	45	29.8	134	9.0	71	4.7
$10 and under $12	40	23.7	111	21.9	18	24.0	21	6.5	74	14.7	63	10.8	332	31.4	87	20.8	25	29.4	32	21.2	355	23.8	169	11.3
$12 and under $15	23	13.6	109	21.5	16	21.3	46	14.2	96	19.0	108	18.5	243	23.0	106	25.4	10	11.8	23	15.2	496	33.3	380	25.4
$15 and over	17	10.1	77	15.2	4	5.3	230	70.8	231	45.8	364	62.3	203	19.2	96	23.0	2	2.4	14	9.3	462	31.0	815	54.5
Cotton goods:																								
Number of women reported	99	100.0	342	100.0	-----	-----	-----	-----	367	100.0	406	100.0	-----	-----	-----	-----	69	100.0	135	100.0	-----	-----	-----	-----
Median of the earnings	$9.17	-----	$11.26	-----	-----	-----	-----	-----	$15.01	-----	$15.88	-----	-----	-----	-----	-----	$9.19	-----	$9.75	-----	-----	-----	-----	-----
Under $8	24	24.2	36	10.5	-----	-----	-----	-----	13	3.5	24	5.9	-----	-----	-----	-----	27	39.1	34	25.2	-----	-----	-----	-----
$8 and under $10	47	47.5	69	20.2	-----	-----	-----	-----	61	16.6	19	4.7	-----	-----	-----	-----	14	20.3	37	27.4	-----	-----	-----	-----
$10 and under $12	16	16.2	91	26.6	-----	-----	-----	-----	54	14.7	48	11.8	-----	-----	-----	-----	19	27.5	28	20.7	-----	-----	-----	-----
$12 and under $15	7	7.1	82	24.0	-----	-----	-----	-----	55	15.0	83	20.4	-----	-----	-----	-----	9	13.0	22	16.3	-----	-----	-----	-----
$15 and over	5	5.1	64	18.7	-----	-----	-----	-----	184	50.1	232	57.1	-----	-----	-----	-----	-----	-----	14	10.4	-----	-----	-----	-----
Hosiery and knit goods:																								
Number of women reported	13	100.0	93	100.0	18	100.0	42	100.0	31	100.0	29	100.0	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Median of the earnings	(2)	-----	$9.13	-----	$12.60	-----	$13.00	-----	$10.44	-----	$16.25	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under $8	3	(2)	30	32.3	-----	-----	3	7.1	9	29.0	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
$8 and under $10	6	(2)	27	29.0	3	16.7	6	14.3	3	9.7	1	3.4	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
$10 and under $12	4	(2)	7	7.5	3	16.7	8	19.0	8	25.8	3	10.3	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
$12 and under $15	-----	-----	16	17.2	10	55.6	12	28.6	7	22.6	6	20.7	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
$15 and over	-----	-----	13	14.0	2	11.1	13	31.0	4	12.9	19	65.5	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Cigars:																								
Number of women reported					53	100.0	275	100.0	3	100.0	102	100.0	90	100.0	211	100.0								
Median of the earnings					$9.38		$18.88		(2)		$17.18		$6.73		$12.21									
Under $8							7	2.5	1	(2)			70	77.8	16	7.6								
$8 and under $10					34	64.2	9	3.3			4	3.9	5	5.6	32	15.2								
$10 and under $12					15	28.3	12	4.4	1	(2)	10	9.8	9	10.0	52	24.6								
$12 and under $15					2	3.8	31	11.3	1	(2)	10	9.8	3	3.3	60	28.4								
$15 and over					2	3.8	216	78.5			78	76.5	3	3.3	51	24.2								
Metal products:																								
Number of women reported													107	100.0	6	100.0								
Median of the earnings													$15.28		(2)									
$8 and under $10													5	4.7										
$10 and under $12													7	6.5										
$12 and under $15													37	34.6										
$15 and over													58	54.2	6	100.0								
Electrical appliances:																								
Number of women reported																					5	100.0	54	100.0
Median of the earnings																					(2)		$18.31	
$10 and under $12																					1	(2)		
$12 and under $15																					2	(2)	6	11.1
$15 and over																					2	(2)	48	88.9
Shoes:																								
Number of women reported													115	100.0	29	100.0					405	100.0	518	100.0
Median of the earnings													$10.29		$15.17						$12.09		$16.17	
Under $8													15	13.0	1	3.4					18	4.4	5	1.0
$8 and under $10													34	29.6	3	10.3					84	20.7	29	5.6
$10 and under $12													31	27.0	3	10.3					95	23.5	47	9.1
$12 and under $15													20	17.4	7	24.1					109	26.9	133	25.7
$15 and over													15	13.0	15	51.7					99	24.4	304	58.7

[1] Exclusive of Atlanta, in which industries specified were not surveyed.

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

TABLE XI.—*Earnings distribution of white women full-time workers in the chief woman-employing manufacturing industries reported in 11 States, according to whether timeworkers or pieceworkers, by State and industry*—Continued

Industry and earnings	New Jersey				Ohio				Rhode Island				South Carolina				Tennessee			
	Timeworkers		Pieceworkers		Timeworkers		Pieceworkers		Timeworkers		Pieceworkers		Timeworkers		Pieceworkers		Timeworkers		Pieceworkers	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All manufacturing:																				
Number of women reported	2,392	100.0	2,936	100.0	3,184	100.0	4,179	100.0	747	100.0	644	100.0	430	100.0	1,875	100.0	1,095	100.0	3,487	100.0
Median of the earnings	$14.29		$18.74		$13.89		$18.13		$18.16		$20.40		$11.30		$12.45		$11.55		$12.79	
Under $8	20	.8	10	.3	17	.5	97	2.3					28	6.5	225	12.0	67	6.1	400	11.5
$8 and under $10	116	4.8	32	1.1	154	4.8	159	3.8			3	.5	129	30.0	254	13.5	228	20.8	488	14.0
$10 and under $12	294	12.3	197	6.7	574	18.0	254	6.1	17	2.3	6	.9	107	24.9	377	20.1	317	28.9	610	17.5
$12 and under $15	936	39.1	406	13.8	1,184	37.2	651	15.6	191	25.6	40	6.2	120	27.9	481	25.7	269	24.6	841	24.1
$15 and over	1,026	42.9	2,291	78.0	1,255	39.4	3,018	72.2	539	72.2	595	92.4	46	10.7	538	28.7	214	19.5	1,148	32.9
Cotton goods:																				
Number of women reported	139	100.0	247	100.0									344	100.0	1,554	100.0	165	100.0	438	100.0
Median of the earnings	$12.25		$17.17										$11.41		$12.58		$11.14		$12.95	
Under $8													18	5.2	162	10.4	1	.6	37	8.4
$8 and under $10													106	30.8	203	13.1	16	9.7	53	12.1
$10 and under $12	58	41.7	91	36.8									80	23.3	319	20.5	99	60.0	73	16.7
$12 and under $15	73	52.5	18	7.3									105	30.5	422	27.2	33	20.0	135	30.8
$15 and over	8	5.8	138	55.9									35	10.2	448	28.8	16	9.7	140	32.0
Hosiery and knit goods:																				
Number of women reported	52	100.0			121	100.0	126	100.0					27	100.0	86	100.0	283	100.0	1,759	100.0
Median of the earnings	$18.00				$14.13		$16.45						$9.64		$9.27		$11.88		$12.82	
Under $8							2	1.6					9	33.3	35	40.7	32	11.3	213	12.1
$8 and under $10							1	.8					7	25.9	16	18.6	42	14.8	231	13.1
$10 and under $12	3	5.8			21	17.4	11	8.7					7	25.9	8	9.3	74	26.1	306	17.4
$12 and under $15	14	26.9			63	52.1	34	27.0					1	3.7	11	12.8	79	27.9	460	26.2
$15 and over	35	67.3			37	30.6	78	61.9					3	11.1	16	18.6	56	19.8	549	31.2

Cigars:																				
Number of women reported	115	100.0	612	100.0	89	100.0	1,270	100.0					1	100.0	170	100.0	7	100.0	333	100.0
Median of the earnings	$13.50		$20.02		$13.76		$18.14						(2)		$13.82		(2)		$9.84	
Under $8	6	5.2	5	.8			54	4.3							14	8.2			80	24.0
$8 and under $10	19	16.5	2	.3	9	10.1	88	6.9							25	14.7	2	(2)	94	28.2
$10 and under $12	18	15.7	13	2.1	6	6.7	98	7.7							29	17.1	4	(2)	93	27.9
$12 and under $15	30	26.1	61	10.0	41	46.1	178	14.0					1	100.0	32	18.8	1	(2)	52	15.6
$15 and over	42	36.5	531	86.8	33	37.1	852	67.1							70	41.2			14	4.2
Metal products:																				
Number of women reported	374	100.0	390	100.0	290	100.0	450	100.0	281	100.0	171	100.0					6	100.0	19	100.0
Median of the earnings	$12.91		$14.82		$11.92		$16.28		$18.82		$22.50						(2)		$15.17	
Under $8	6	1.6	3	.8																
$8 and under $10	10	2.7	15	3.8	23	7.9	2	.4												
$10 and under $12	65	17.4	48	12.3	128	44.1	7	1.6											2	10.5
$12 and under $15	206	55.1	137	35.1	63	21.7	98	21.8	26	9.3	2	1.2					6	100.0	7	36.8
$15 and over	87	23.3	187	47.9	76	26.2	343	76.2	255	90.7	169	98.8							10	52.6
Electrical appliances:																				
Number of women reported	468	100.0	209	100.0	346	100.0	414	100.0	84	100.0	242	100.0								
Median of the earnings	$14.07		$18.27		$15.65		$20.31		$15.38		$19.26									
$10 and under $12	5	1.1	1	.5	8	2.3	1	.2			1	.4								
$12 and under $15	271	57.9	20	9.6	150	43.4	40	9.7	39	46.4	14	5.8								
$15 and over	192	41.0	188	90.0	188	54.3	373	90.1	45	53.6	227	93.8								
Rubber products:																				
Number of women reported	78	100.0	50	100.0	118	100.0	345	100.0	301	100.0	216	100.0								
Median of the earnings	$13.84		$17.00		$13.85		$20.04		$18.02		$21.20									
$8 and under $10	1	1.3	3	6.0							3	1.4								
$10 and under $12	17	21.8	5	10.0	4	3.4	8	2.3			4	1.9								
$12 and under $15	33	42.3	5	10.0	64	54.2	35	10.1	80	26.6	17	7.9								
$15 and over	27	34.6	37	74.0	50	42.4	302	87.5	221	73.4	192	88.9								
Shoes:																				
Number of women reported					392	100.0	358	100.0												
Median of the earnings					$15.15		$19.69													
Under $8					9	2.3														
$8 and under $10					42	10.7	5	1.4												
$10 and under $12					52	13.3	28	7.8												
$12 and under $15					87	22.2	48	13.4												
$15 and over					202	51.5	277	77.4												

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

TABLE XII.—*Median of the week's earnings of white women full-time workers in manufacturing in 11 States, according to whether timeworkers or pieceworkers, by State*

State [1]	All full-time workers				Full-time timeworkers					Full-time pieceworkers					
	Number	Per cent of all workers [2]	Median of the earnings	Per cent by which median was above that of all workers in the State	Number	Per cent of all full-time workers	Median of the earnings	Per cent by which median was below that of all full-time workers	Per cent by which median was above that of all time-workers in the State	Number	Per cent of all full-time workers	Median of the earnings	Per cent by which median was above that of all full-time workers	Per cent by which median was above that of all piece-workers in the State	Per cent by which median was above that of time-workers
Alabama	678	23.8	$10.46	23.8	169	24.9	$9.87	0.6	18.3	508	74.9	$10.63	1.6	25.1	7.7
Delaware	401	53.2	16.46	24.5	75	18.7	10.06	63.6	[3] 2.2	325	81.0	17.87	8.6	26.0	77.6
Georgia:															
Atlanta	169	37.7	12.86	16.3	103	60.9	12.71	1.2	19.8	57	33.7	14.50	12.8	12.8	14.1
Other places	1,240	35.8	15.27	18.5	504	40.6	13.85	10.3	15.6	584	47.1	16.42	7.5	22.6	18.6
Kentucky	1,503	33.7	11.62	7.2	1,057	70.3	11.54	.7	8.7	418	27.8	11.86	2.1	4.4	2.8
Mississippi	249	31.2	9.64	17.7	85	34.1	9.31	3.5	23.5	151	60.6	9.66	.2	12.7	3.8
Missouri	3,207	35.5	14.04	14.1	1,490	46.5	12.88	9.0	7.5	1,495	46.6	15.53	10.6	22.7	20.6
New Jersey	5,620	37.4	16.66	9.2	2,392	42.6	14.29	16.6	6.6	2,936	52.2	18.74	12.5	13.2	31.1
Ohio	7,849	42.9	16.09	10.7	3,184	40.6	13.89	15.8	9.7	4,179	53.2	18.13	12.7	11.0	30.5
Rhode Island	1,509	31.3	18.90	[3] 1.4	747	49.5	18.16	4.1	13.4	644	42.7	20.40	7.9	[3] 4.4	12.3
South Carolina	2,458	33.3	12.03	26.9	430	17.5	11.30	6.5	26.1	1,875	76.3	12.45	3.5	28.6	10.2
Tennessee	4,696	45.8	12.41	12.5	1,095	23.3	11.55	7.4	8.7	3,487	74.3	12.79	3.1	14.4	10.7

[1] States from which reports on timework and piecework were made for 250 or more women in manufacturing industries.
[2] Total number for whom it was possible to determine whether on timework or piecework.
[3] In this case the figure shows a decline.

TABLE XIII.—*Age distribution of white women in manufacturing in 11 States, and increase in earnings with increased age, by State*

State	All women reporting		Per cent of all women reporting whose age was—								Median earnings of women of 16 and under 18 years	Per cent by which median of earnings at ages specified was above the median at 16 and under 18 years						
	Number	Median of the earnings	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		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
Alabama	1,715	$8.76	12.5	16.3	23.0	12.7	18.7	12.0	3.8	1.0	$6.66	21.6	30.3	41.4	56.6	40.2	36.3	3.6
Delaware	510	13.83	22.2	23.1	19.2	10.4	12.5	6.5	2.5	3.5	11.61	37.8	41.5	22.7	28.0	5.5	(1)	[2] 33.9
Georgia [3]	1,363	11.91	13.1	15.3	20.5	15.4	19.3	10.7	4.0	1.6	10.32	15.4	25.5	43.6	39.0	30.0	16.3	[2] 7.9
Kentucky	3,043	11.25	12.9	15.5	22.2	12.6	16.7	11.7	6.6	1.8	9.23	17.8	30.6	33.7	38.9	24.3	14.3	9.1
Mississippi	386	8.51	14.0	17.9	24.9	13.0	16.6	8.5	3.9	1.3	7.27	16.9	15.5	33.0	31.8	13.5	5.0	13.5
Missouri	5,522	12.55	13.4	18.5	23.0	13.1	17.4	10.0	3.9	.9	10.38	13.3	27.3	31.3	38.4	24.8	17.7	6.0
New Jersey	6,487	15.29	13.1	18.5	29.0	14.8	15.8	6.0	2.1	.7	12.41	16.0	31.3	33.2	33.8	22.3	8.8	[2] .1
Ohio	10,733	15.47	--------	17.5	29.7	16.2	21.4	10.3	3.6	1.3	[4] 13.48	(4)	18.0	26.8	22.9	13.3	[2] 6.3	[2] 11.0
Rhode Island	1,173	18.55	18.8	18.0	25.6	14.5	13.1	5.9	3.7	.5	16.39	11.5	21.5	24.5	20.3	.7	6.8	[2] 8.5
South Carolina	3,092	10.13	16.3	15.3	21.8	14.6	19.0	9.4	2.8	.9	8.71	9.1	19.1	30.9	34.3	13.8	6.8	[2] 2.4
Tennessee	5,117	11.82	8.9	18.2	25.6	13.1	17.8	9.9	5.1	1.4	8.20	25.5	48.7	60.0	63.7	54.6	43.4	32.4

[1] Median not computed, owing to the small number involved.
[2] In this case the figure shows a decline.
[3] Exclusive of Atlanta.
[4] Women 16 and under 18 not tabulated, because of law limiting their hours of work. Group 18 and under 20 used as the base.

TABLE XIV.—*Nativity and earnings of white women in manufacturing in four States, by State and industry*

MISSOURI

Industry	Number of women reporting	Native-born women			Foreign-born women						
		Number	Per cent of total number of women	Median earnings	Number	Per cent of total number of women	Median earnings	Largest group or groups			
								Country of origin	Women		Median earnings
									Number	Per cent of total foreign born	
All manufacturing	5,886	5,191	88.2	$12.54	451	7.7	$13.50	Italy	129	28.6	$13.03
Bakery products	240	218	90.8	12.04	22	9.2	11.50	Austria-Hungary	6	27.3	(1)
Candy	446	433	97.1	12.03	11	2.5	(1)				
Clothing:											
Men's clothing	240	164	68.3	11.69	76	31.7	13.20	Italy	41	53.9	12.83
Overalls	762	744	97.6	10.28	18	2.4	16.00	Germany	4	22.2	(1)
Men's shirts	626	566	90.4	12.14	60	9.6	13.75	Austria-Hungary	28	46.7	14.20
Drugs and chemicals	247	242	98.0	11.86	5	2.0	(1)				
Electrical appliances	160	155	96.9	16.30	5	3.1	(1)				
Paper and paper products	521	504	96.7	12.55	17	3.3	12.38	Italy	4	23.5	(1)
Shoes	1,583	1,554	98.2	13.26	29	1.8	12.70	Germany	6	20.7	(1)
Tobacco products—Tobacco	1,061	611	57.6	13.52	208	19.6	14.40	Italy	84	40.4	13.18

NEW JERSEY

All manufacturing	6,566	4,935	75.2	$15.09	1,542	23.5	$16.12	Italy Hungary	294 88	19.1 5.7	$14.86 19.75
Candy	122	110	90.2	9.74	12	9.8	(1)				
Clothing:											
Men's shirts	153	92	60.1	16.29	56	36.6	14.67	Italy	17	30.4	15.50
Women's clothing	165	120	72.7	11.86	35	21.2	9.90	do	25	71.4	9.17
Drugs and chemicals	282	214	75.9	13.53	67	23.8	12.71	Poland	17	25.4	12.10
Electrical appliances	1,530	1,185	77.5	16.43	345	22.5	16.97	Italy	66	19.1	17.17
Glass products	179	140	78.2	12.53	37	20.7	13.63	do	16	43.2	12.00
Metal products	1,609	1,310	81.4	13.86	279	17.3	14.24	do	38	13.6	14.17
Paper and paper products	256	226	88.3	14.00	30	11.7	12.50	do	21	70.0	11.50
Rubber products	309	260	84.1	15.61	47	15.2	15.86	England Scotland	9 9	19.1 19.1	(1) (1)
Textiles:											
Cotton goods	305	168	55.1	15.00	137	44.9	18.07	Italy	72	52.6	15.00
Hosiery and knit goods	1,031	861	83.5	16.77	168	16.3	16.81	do	39	23.2	16.50
Tobacco products—Cigars	625	249	39.8	16.55	329	52.6	18.36	Hungary	88	26.7	19.75

OHIO

All manufacturing	11,264	8,819	78.3	$15.51	1,931	17.1	$15.66	Hungary	124	6.4	$16.50
								Germany	70	3.6	19.25
								Poland	74	3.8	14.38
								Austria	90	4.7	20.33
Bakery products	162	148	91.4	12.20	14	8.6	(1)				
Candy	238	198	83.2	11.68	40	16.8	11.86	Italy	7	17.5	(1)
Clothing:											
Men's clothing	1,292	1,025	79.3	20.13	267	20.7	20.69	Germany	47	17.6	19.88
Men's shirts	379	357	94.2	15.22	22	5.8	18.33	do	4	18.2	(1)
Women's clothing	185	88	47.6	15.18	97	52.4	14.96	Hungary	24	24.7	15.17
Electrical appliances	1,157	1,082	93.5	16.72	75	6.5	16.23	England	13	17.3	(1)
								Germany	13	17.3	(1)
Glass products	429	303	70.6	12.53	53	12.4	12.56	Austria-Hungary	19	35.8	12.75
Metal products	1,611	1,120	69.5	15.05	437	27.1	13.86	Poland	74	16.9	14.38
Paper and paper products	1,000	770	77.0	13.38	141	14.1	11.72	Bohemia	27	19.1	10.06
Rubber products	1,552	1,191	76.7	18.25	361	23.3	18.91	Austria	90	24.9	20.33
Shoes	732	705	96.3	16.36	27	3.7	16.50	England	6	22.2	(1)
								Germany	6	22.2	(1)
Textiles:											
Cordage and twine	28	28	100.0	11.50							
Hosiery and knit goods	496	306	61.7	12.50	190	38.3	14.15	Hungary	57	30.0	16.13
Tobacco products:											
Cigars	1,500	1,209	80.6	15.38	137	9.1	17.50	do	43	31.4	18.75
Tobacco	503	289	57.5	10.08	70	13.9	19.33	Austria-Hungary	23	32.9	19.50

RHODE ISLAND

All manufacturing	1,176	859	73.0	$18.40	317	27.0	$18.65	Portugal	41	12.9	$17.38
								Canada	26	8.2	20.40
								Italy	20	6.3	14.50
Electrical appliances	500	397	79.4	17.97	103	20.6	18.83	Canada	26	25.2	20.40
Metal products	141	93	66.0	16.90	48	34.0	17.50	Italy	20	41.7	14.50
Paper and paper products	47	38	80.9	13.57	9	19.1	(1)				
Rubber products	488	331	67.8	20.44	157	32.2	19.83	Portugal	41	26.1	17.38

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

TABLE XV.—*Week's earnings of white women in general mercantile establishments, 5-and-10-cent stores, and laundries compared with earnings in manufacturing, by State*

State	Manufacturing		General mercantile establishments		
	Number of women	Median earnings	Number of women	Median earnings	Per cent by which median was above (+) or below (−) median for manufacturing
Alabama	2,982	$8.39	742	$12.44	+48.3
Arkansas	209	10.24	625	15.12	+47.7
Delaware	761	13.26	339	11.68	−11.9
Georgia:					
Atlanta	448	11.06	404	17.03	+54.0
Other places	3,463	12.90	392	13.96	+8.2
Kentucky	4,473	10.84	753	11.54	+6.5
Mississippi	894	8.35	378	14.91	+78.6
Missouri	9,160	12.27	2,437	14.43	+17.6
New Jersey	15,397	15.23	1,844	16.92	+11.1
Ohio	18,488	14.52	3,535	14.34	−1.2
Oklahoma	224	13.14	626	17.46	+32.9
Rhode Island	4,886	19.13	723	13.27	−30.6
South Carolina	7,419	9.49	307	15.49	+63.2
Tennessee	10,358	11.03	1,237	14.55	+31.9

TABLE XV.—*Week's earnings of white women in general mercantile establishments, 5-and-10-cent stores, and laundries compared with earnings in manufacturing, by State*—Continued

State	5-and-10-cent stores			Laundries		
	Number of women	Median earnings	Per cent by which median was above (+) or below (−) median for manufacturing	Number of women	Median earnings	Per cent by which median was above (+) or below (−) median for manufacturing
Alabama	188	$8.07	−3.8	72	$11.00	+31.1
Arkansas	130	9.41	−8.1	189	10.40	+1.6
Delaware	94	9.64	−27.3	196	9.34	−29.6
Georgia:						
Atlanta				61	14.61	+32.1
Other places	187	9.22	−28.5	39	9.75	−24.4
Kentucky	197	8.68	−19.9	371	10.64	−1.8
Mississippi	194	8.39	+.5	63	9.13	+9.3
Missouri	424	9.77	−20.4	623	11.82	−3.7
New Jersey	302	11.12	−27.0	590	12.84	−15.7
Ohio	408	10.49	−27.8	1,038	12.36	−14.9
Oklahoma	314	9.32	−29.1	649	11.49	−12.6
Rhode Island	154	11.92	−37.7	164	12.46	−34.9
South Carolina	149	8.84	−6.8	28	10.83	+14.1
Tennessee	310	9.17	−16.9	329	8.93	−19.0

TABLE XVI.—*Week's earnings of white women in the four types of industry, by State*

Week's earnings	Alabama		Arkansas		Delaware		Georgia				Kentucky		Mississippi	
							Atlanta		Other places					
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
MANUFACTURING														
Total	2,982	100.0	209	100.0	761	100.0	448	100.0	3,463	100.0	4,473	100.0	894	100.0
Under $8	1,356	45.5	64	30.6	119	15.6	81	18.1	595	17.2	1,098	24.5	408	45.6
$8 and under $10	661	22.2	36	17.2	109	14.3	85	19.0	452	13.1	737	16.5	225	25.2
$10 and under $12	418	14.0	34	16.3	95	12.5	104	23.2	479	13.8	916	20.5	141	15.8
$12 and under $15	330	11.1	40	19.1	135	17.7	99	22.1	667	19.3	782	17.5	84	9.4
$15 and under $20	182	6.1	33	15.8	173	22.7	62	13.8	874	25.2	673	15.0	31	3.5
$20 and over	35	1.2	2	1.0	130	17.1	17	3.8	396	11.4	267	6.0	5	.6
GENERAL MERCANTILE ESTABLISHMENTS														
Total	742	100.0	625	100.0	339	100.0	404	100.0	392	100.0	753	100.0	378	100.0
Under $8	85	11.5	64	10.2	26	7.7	4	1.0	16	4.1	133	17.7	43	11.4
$8 and under $10	115	15.5	42	6.7	65	19.2	16	4.0	42	10.7	133	17.7	30	7.9
$10 and under $12	129	17.4	59	9.4	85	25.1	44	10.9	69	17.6	133	17.7	50	13.2
$12 and under $15	152	20.5	137	21.9	85	25.1	91	22.5	84	21.4	144	19.1	67	17.7
$15 and under $20	159	21.4	194	31.0	65	19.2	115	28.5	107	27.3	124	16.5	93	24.6
$20 and over	102	13.7	129	20.6	13	3.8	134	33.2	74	18.9	86	11.4	95	25.1
5-AND-10-CENT STORES														
Total	188	100.0	130	100.0	94	100.0	----------	----------	187	100.0	197	100.0	194	100.0
Under $8	91	48.4	33	25.4	19	20.2	----------	----------	45	24.1	61	31.0	68	35.1
$8 and under $10	69	36.7	52	40.0	36	38.3	----------	----------	75	40.1	81	41.1	107	55.2
$10 and under $12	20	10.6	19	14.6	31	33.0	----------	----------	45	24.1	30	15.2	10	5.2
$12 and under $15	5	2.7	21	16.2	7	7.4	----------	----------	18	9.6	15	7.6	9	4.6
$15 and under $20	1	.5	4	3.1	1	1.1	----------	----------	4	2.1	8	4.1	----------	----------
$20 and over	2	1.1	1	.8	----------	----------	----------	----------	----------	----------	2	1.0	----------	----------
LAUNDRIES														
Total	72	100.0	189	100.0	196	100.0	61	100.0	39	100.0	371	100.0	63	100.0
Under $8	21	29.2	18	9.5	44	22.4	2	3.3	17	43.6	48	12.9	23	36.5
$8 and under $10	5	6.9	45	23.8	75	38.3	3	4.9	3	7.7	94	25.3	12	19.
$10 and under $12	14	19.4	85	45.0	42	21.4	6	9.8	2	5.1	119	32.1	15	23.8
$12 and under $15	21	29.2	23	12.2	24	12.2	23	37.7	9	23.1	71	19.1	6	9.5
$15 and under $20	8	11.1	13	6.9	10	5.1	22	36.1	4	10.3	30	8.1	4	6.3
$20 and over	3	4.2	5	2.6	1	.5	5	8.2	4	10.3	9	2.4	3	4.8

MANUFACTURING—Continued

Week's earnings	Missouri		New Jersey		Ohio		Oklahoma		Rhode Island		South Carolina		Tennessee	
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
Total	9,160	100.0	15,397	100.0	18,488	100.0	224	100.0	4,886	100.0	7,419	100.0	10,358	100.0
Under $8	1,664	18.2	1,105	7.2	2,082	11.3	26	11.6	154	3.2	2,628	35.4	2,511	24.2
$8 and under $10	1,172	12.8	1,037	6.7	1,334	7.2	23	10.3	111	2.3	1,490	20.1	1,721	16.6
$10 and under $12	1,534	16.7	1,736	11.3	2,218	12.0	38	17.0	211	4.3	1,231	16.6	1,742	16.8
$12 and under $15	1,971	21.5	3,563	23.1	4,195	22.7	77	34.4	719	14.7	1,175	15.8	2,051	19.8
$15 and under $20	2,009	21.9	5,268	34.2	4,964	26.8	51	22.8	1,514	31.0	772	10.4	1,794	17.3
$20 and over	810	8.8	2,688	17.5	3,695	20.0	9	4.0	2,177	44.6	123	1.7	539	5.2

GENERAL MERCANTILE ESTABLISHMENTS—Continued

Total	2,437	100.0	1,844	100.0	3,535	100.0	626	100.0	723	100.0	307	100.0	1,237	100.0
Under $8	96	3.9	22	1.2	214	6.1	19	3.0	47	6.5	3	1.0	72	5.8
$8 and under $10	127	5.2	31	1.7	169	4.8	26	4.2	35	4.8	4	1.3	93	7.5
$10 and under $12	351	14.4	140	7.6	421	11.9	50	8.0	92	12.7	47	15.3	168	13.6
$12 and under $15	768	31.5	416	22.6	1,118	31.6	79	12.6	344	47.6	75	24.4	307	24.8
$15 and under $20	776	31.8	754	40.9	1,117	31.6	256	40.9	161	22.3	117	38.1	362	29.3
$20 and over	319	13.1	481	26.1	496	14.0	196	31.3	44	6.1	61	19.9	235	19.0

5-AND-10-CENT STORES—Continued

Total	424	100.0	302	100.0	408	100.0	314	100.0	154	100.0	149	100.0	310	100.0
Under $8	93	21.9	22	7.3	55	13.5	68	21.7	23	14.9	36	24.2	58	18.7
$8 and under $10	144	34.0	45	14.9	105	25.7	146	46.5	18	11.7	72	48.3	159	51.3
$10 and under $12	110	25.9	99	32.8	131	32.1	87	27.7	37	24.0	29	19.5	77	24.8
$12 and under $15	58	13.7	120	39.7	92	22.5	12	3.8	61	39.6	6	4.0	13	4.2
$15 and under $20	17	4.0	15	5.0	24	5.9	1	.3	13	8.4	5	3.4	2	.6
$20 and over	2	.5	1	.3	1	.2	----------	----------	2	1.3	1	.7	1	.3

LAUNDRIES—Continued

Total	623	100.0	590	100.0	1,038	100.0	649	100.0	164	100.0	28	100.0	329	100.0
Under $8	79	12.7	54	9.2	105	10.1	73	11.2	7	4.3	5	17.9	120	36.5
$8 and under $10	103	16.5	37	6.3	150	14.5	110	16.9	31	18.9	4	14.3	74	22.5
$10 and under $12	140	22.5	141	23.9	209	20.1	181	27.9	38	23.2	6	21.4	40	12.2
$12 and under $15	151	24.2	190	32.2	340	32.8	183	28.2	43	26.2	3	10.7	40	12.2
$15 and under $20	115	18.5	131	22.2	198	19.1	82	12.6	33	20.1	8	28.6	46	14.0
$20 and over	35	5.6	37	6.3	36	3.5	20	3.1	12	7.3	2	7.1	9	2.7

TABLE XVII.—*Week's earnings of white women full-time workers in the four types of industry, by State*

Week's earnings	Alabama		Arkansas		Delaware		Georgia				Kentucky		Mississippi	
							Atlanta		Other places					
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
MANUFACTURING														
Total	702	100.0	93	100.0	406	100.0	169	100.0	1,241	100.0	1,504	100.0	311	100.0
Under $8	130	18.5	14	15.1	12	3.0	6	3.6	61	4.9	183	12.2	67	21.5
$8 and under $10	188	26.8	15	16.1	53	13.1	16	9.5	108	8.7	229	15.2	123	39.5
$10 and under $12	156	22.2	16	17.2	40	9.9	41	24.3	162	13.1	428	28.5	66	21.2
$12 and under $15	133	18.9	25	26.9	64	15.8	54	32.0	241	19.4	361	24.0	37	11.9
$15 and under $20	80	11.4	22	23.7	118	29.1	38	22.5	475	38.3	254	16.9	15	4.8
$20 and over	15	2.1	1	1.1	119	29.3	14	8.3	194	15.6	49	3.3	3	1.0
GENERAL MERCANTILE ESTABLISHMENTS														
Total	628	100.0	515	100.0	310	100.0	367	100.0	320	100.0	614	100.0	298	100.0
Under $8	32	5.1	21	4.1	19	6.1			2	.6	72	11.7	18	6.0
$8 and under $10	96	15.3	28	5.4	56	18.1	9	2.5	27	8.4	107	17.4	17	5.7
$10 and under $12	116	18.5	36	7.0	78	25.2	34	9.3	54	16.9	112	18.2	41	13.8
$12 and under $15	135	21.5	123	23.9	83	26.8	83	22.6	69	21.6	127	20.7	57	19.1
$15 and under $20	151	24.0	184	35.7	61	19.7	113	30.8	99	30.9	112	18.2	80	26.8
$20 and over	98	15.6	123	23.9	13	4.2	128	34.9	69	21.6	84	13.7	85	28.5
5-AND-10-CENT STORES														
Total	138	100.0	103	100.0	67	100.0			130	100.0	156	100.0	163	100.0
Under $8	42	30.4	10	9.7	6	9.0			8	6.2	28	17.9	40	24.5
$8 and under $10	68	49.3	48	46.6	27	40.3			61	46.9	75	48.1	104	63.8
$10 and under $12	20	14.5	19	18.4	26	38.8			43	33.1	29	18.6	10	6.1
$12 and under $15	5	3.6	21	20.4	7	10.4			14	10.8	14	9.0	9	5.5
$15 and under $20	1	.7	4	3.9	1	1.5			4	3.1	8	5.1		
$20 and over	2	1.4	1	1.0							2	1.3		
LAUNDRIES														
Total	30	100.0	123	100.0	134	100.0	50	100.0	29	100.0	251	100.0	47	100.0
Under $8	1	3.3			5	3.7			10	34.5	8	3.2	10	21.3
$8 and under $10	2	6.7	27	22.0	63	47.0	1	2.0	2	6.9	60	23.9	11	23.4
$10 and under $12	5	16.7	67	54.5	37	27.6	3	6.0	1	3.4	97	38.6	15	31.9
$12 and under $15	15	50.0	14	11.4	21	15.7	20	40.0	8	27.6	59	23.5	4	8.5
$15 and under $20	5	16.7	10	8.1	7	5.2	21	42.0	4	13.8	21	8.4	4	8.5
$20 and over	2	6.7	5	4.1	1	.7	5	10.0	4	13.8	6	2.4	3	6.4

MANUFACTURING—Continued

Week's earnings	Missouri		New Jersey		Ohio		Oklahoma		Rhode Island		South Carolina		Tennessee	
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
Total	3,250	100.0	5,675	100.0	7,950	100.0	55	100.0	1,523	100.0	2,474	100.0	4,733	100.0
Under $8	111	3.4	30	.5	116	1.5					277	11.2	488	10.3
$8 and under $10	224	6.9	151	2.7	325	4.1	3	5.5	3	.2	409	16.5	739	15.6
$10 and under $12	583	17.9	506	8.9	869	10.9	5	9.1	25	1.6	539	21.8	953	20.1
$12 and under $15	974	30.0	1,419	25.0	1,988	25.0	26	47.3	244	16.0	642	25.9	1,152	24.3
$15 and under $20	1,033	31.8	2,199	38.7	2,593	32.6	15	27.3	645	42.4	514	20.8	1,062	22.4
$20 and over	325	10.0	1,370	24.1	2,059	25.9	6	10.9	606	39.8	93	3.8	339	7.2

GENERAL MERCANTILE ESTABLISHMENTS—Continued

Week's earnings	Missouri		New Jersey		Ohio		Oklahoma		Rhode Island		South Carolina		Tennessee	
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
Total	2,060	100.0	1,538	100.0	2,830	100.0	528	100.0	567	100.0	266	100.0	1,055	100.0
Under $8	12	.6			6	.2	2	.4	10	1.8	1	.4	21	2.0
$8 and under $10	60	2.9	7	.5	90	3.2	15	2.8	15	2.6	3	1.1	70	6.6
$10 and under $12	249	12.1	104	6.8	272	9.6	35	6.6	40	7.1	37	13.9	133	12.6
$12 and under $15	687	33.3	356	23.1	967	34.2	61	11.6	309	54.5	60	22.6	281	26.6
$15 and under $20	740	35.9	642	41.7	1,026	36.3	230	43.6	153	27.0	107	40.2	337	31.9
$20 and over	312	15.1	429	27.9	469	16.6	185	35.0	40	7.1	58	21.8	213	20.2

5-AND-10-CENT STORES—Continued

Week's earnings	Missouri		New Jersey		Ohio		Oklahoma		Rhode Island		South Carolina		Tennessee	
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
Total	324	100.0	240	100.0	312	100.0	237	100.0	130	100.0	123	100.0	241	100.0
Under $8	24	7.4	2	.8			17	7.2	15	11.5	15	12.2	8	3.3
$8 and under $10	123	38.0	28	11.7	80	25.6	122	51.5	12	9.2	68	55.3	142	58.9
$10 and under $12	105	32.4	80	33.3	116	37.2	85	35.9	29	22.3	29	23.6	75	31.1
$12 and under $15	54	16.7	115	47.9	91	29.2	12	5.1	60	46.2	6	4.9	13	5.4
$15 and under $20	16	4.9	14	5.8	24	7.7	1	.4	12	9.2	4	3.3	2	.8
$20 and over	2	.6	1	.4	1	.3			2	1.5	1	.8	1	.4

LAUNDRIES—Continued

Week's earnings	Missouri		New Jersey		Ohio		Oklahoma		Rhode Island		South Carolina		Tennessee	
	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution	Number of women	Per cent distribution
Total	304	100.0	410	100.0	431	100.0	469	100.0	92	100.0	21	100.0	238	100.0
Under $8	8	2.6					2	.4	1	1.1	4	19.0	61	25.6
$8 and under $10	35	11.5	10	2.4	25	5.8	70	14.9	25	27.2	2	9.5	55	23.1
$10 and under $12	69	22.7	113	27.6	58	13.5	140	29.9	18	19.6	4	19.0	37	15.5
$12 and under $15	96	31.6	160	39.0	203	47.1	161	34.3	29	31.5	1	4.8	36	15.1
$15 and under $20	73	24.0	101	24.6	122	28.3	77	16.4	16	17.4	8	38.1	40	16.8
$20 and over	23	7.6	26	6.3	23	5.3	19	4.1	3	3.3	2	9.5	9	3.8

TABLE XVIII.—*Week's earnings of white women full-time workers compared to those of all white women, by State and type of industry*

State	Manufacturing						General mercantile establishments					
	All white women reported		Full-time workers				All white women reported		Full-time workers			
	Number	Median earnings	Number of women	Per cent of all reported	Median earnings	Per cent by which median was above that for all women	Number	Median earnings	Number of women	Per cent of all reported	Median earnings	Per cent by which median was above that for all women
Alabama	2,087	$8.51	702	33.6	$10.38	22.0	742	$12.44	628	84.6	$12.80	2.9
Arkansas	206	10.21	93	45.1	12.08	18.3	624	15.11	515	82.5	15.58	3.1
Delaware	742	13.14	406	54.7	16.48	25.4	339	11.68	310	91.4	12.03	3.0
Georgia:												
Atlanta	440	11.12	169	38.4	12.86	15.6	404	17.03	367	90.8	17.38	2.1
Other places	2,364	12.94	1,241	52.5	15.27	18.0	392	13.96	320	81.6	15.16	8.6
Kentucky	3,454	10.61	1,504	43.5	11.62	9.5	753	11.54	614	81.5	12.21	5.8
Mississippi	783	8.11	311	39.7	9.45	16.5	370	14.73	298	80.5	15.52	5.4
Missouri	7,553	12.60	3,250	43.0	14.01	11.2	2,435	14.43	2,060	84.6	15.09	4.6
New Jersey	11,891	15.19	5,675	47.7	16.63	9.5	1,844	16.92	1,538	83.4	17.28	2.1
Ohio	17,092	14.41	7,950	46.5	16.04	11.3	3,534	14.34	2,830	80.1	15.18	5.9
Oklahoma	213	13.16	55	25.8	14.54	10.5	626	17.46	528	84.3	18.15	4.0
Rhode Island	4,175	19.19	1,523	36.5	18.88	[1] 1.6	723	13.27	567	78.4	13.90	4.7
South Carolina	6,711	9.51	2,474	36.9	12.05	26.7	289	15.55	266	92.0	15.65	.6
Tennessee	9,229	11.04	4,733	51.3	12.39	12.2	1,236	14.56	1,055	85.4	15.13	3.9

[1] In this case the figure shows a decline.

TABLE XVIII.—*Week's earnings of white women full-time workers compared to those of all white women, by State and type of industry*—Continued

State	5-and-10-cent stores						Laundries					
	All white women reported		Full-time workers				All white women reported		Full-time workers			
	Number	Median earnings	Number of women	Per cent of all reported	Median earnings	Per cent by which median was above that for all women	Number	Median earnings	Number of women	Per cent of all reported	Median earnings	Per cent by which median was above that for all women
Alabama	188	$8.07	138	73.4	$8.60	6.6	66	$11.00	30	45.5	$12.80	16.4
Arkansas	130	9.41	103	79.2	9.80	4.1	183	10.44	123	67.2	10.56	1.1
Delaware	94	9.64	67	71.3	10.03	4.0	196	9.34	134	68.4	9.96	6.6
Georgia:												
Atlanta							61	14.61	50	82.0	15.08	3.2
Other places	187	9.22	130	69.5	9.87	7.0	39	9.75	29	74.4	12.30	26.2
Kentucky	197	8.68	156	79.2	9.00	3.7	351	10.72	251	71.5	11.12	3.7
Mississippi	194	8.39	163	84.0	8.58	2.3	61	9.38	47	77.0	10.21	8.8
Missouri	424	9.77	324	76.4	10.22	4.6	616	11.76	304	49.4	12.78	8.7
New Jersey	302	11.12	240	79.5	12.13	9.1	585	12.83	410	70.1	13.35	4.1
Ohio	408	10.49	312	76.5	10.92	4.1	1,005	12.32	431	42.9	13.50	9.6
Oklahoma	314	9.32	237	75.5	9.72	4.3	643	11.53	469	72.9	12.25	6.2
Rhode Island	154	11.92	130	84.4	12.26	2.9	142	11.88	92	64.8	12.29	3.5
South Carolina	149	8.84	123	82.6	9.14	3.4	28	10.83	21	75.0	12.50	15.4
Tennessee	310	9.17	241	77.7	9.60	4.7	329	8.93	238	72.3	10.12	13.3

TABLE XIX.—*Per cent of white women full-time workers working the most common scheduled hours who earned under $10 and $15 and over, by State and type of industry*

State[1] and most common scheduled hours[2]	Manufacturing			General mercantile establishments			5-and-10-cent stores			Laundries		
	Number of full-time workers	Per cent who earned—[3]		Number of full-time workers	Per cent who earned—[3]		Number of full-time workers	Per cent who earned—[3]		Number of full-time workers	Per cent who earned—[3]	
		Under $10	$15 and over		Under $10	$15 and over		Under $10	$15 and over		Under $10	$15 and over
Alabama	700			628								
Over 48 and under 52 hours				159	20.8	45.9						
52 and under 55 hours				414	21.3	36.7						
55 and under 60 hours	544	47.4	11.6									
Georgia—Atlanta	169			367								
Under 48				360	2.5	65.3						
52 and under 55	106	5.7	28.3									
Georgia—Other places	1,241			320								
Over 48 and under 52	102	5.9	74.5	191	14.1	50.3						
52 and under 55				110	.9	55.5						
55 and under 60	687	14.7	53.0									
60 and over	334	13.8	50.3									
Kentucky	1,504			614			156			251		
Under 48	161	10.6	47.8									
48	219	19.2	36.1	238	32.8	32.4						
Over 48 and under 52	576	28.0	17.4	286	29.4	29.7	113	60.2	8.8	142	28.9	9.9
52 and under 55	222	32.0	13.1									
55 and under 60	220	38.2	5.0									
60 and over	106	34.9	6.6									
Missouri	3,250			2,060			324			279		
Under 48	492	5.9	62.8	155	1.3	68.4						
48	688	3.6	42.4									
Over 48 and under 52	1,525	16.7	34.6	1,573	.9	52.2	294	39.8	6.1			
52 and under 55	545	4.8	42.2	281	17.1	40.2				234	13.2	30.3

New Jersey	5,675			1,538			240			410		
Under 48	1,980	4.2	74.1	1,273	.2	74.4						
48	1,283	2.0	56.0									
Over 48 and under 52	1,495	2.8	52.8	201	1.5	53.2	152	9.2	8.6	141		39.7
52 and under 55	856	2.9	64.8							207	4.8	28.0
Ohio	7,930			2,830			312			431		
Under 48	1,780	2.2	75.9	350	5.7	36.9						
48	628	3.7	52.7	615	2.0	65.0						
Over 48 and under 52	5,522	6.9	53.5	1,865	3.4	51.8	312	25.6	8.0	343	4.7	29.2
Rhode Island	1,523			567			130					
Under 48				113	8.0	31.0						
48	939	.3	80.3									
Over 48 and under 52	582		85.1	205	.5	31.7	101	17.8	12.9			
52 and under 55				198	6.1	33.8						
South Carolina	2,474			266								
Over 48 and under 52				102	1.0	50.0						
52 and under 55	118	16.1	55.1	127	2.4	68.5						
55 and under 60	2,160	26.4	24.0									
60 and over	109	62.4	6.4									
Tennessee	4,733			1,055			241			238		
Under 48	415	7.5	61.7									
48	151	4.0	76.2	257	13.6	56.8						
Over 48 and under 52	520	34.0	27.1	523	9.8	51.1						
52 and under 55	1,213	25.0	29.1				164	57.3	.6			
55 and under 60	2,434	29.2	22.0							153	37.3	20.9

[1] Only those States are included that had sufficient numbers in manufacturing to warrant comparison with other types of industry.
[2] Hour groups in which as many as 100 women were reported.
[3] For State totals, without regard to hours, see Table XVII.

TABLE XX.—*Age distribution of white women in general mercantile establishments, 5-and-10-cent stores, and laundries in 13 States, and increase in earnings with increased age, by State*

State and industry	All women reporting		Per cent of all women reporting whose age was—							
	Number	Median of the earnings	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
General mercantile:										
Alabama	396	$12.32	8.6	16.7	31.6	13.9	17.2	10.6	1.5	-------
Arkansas	514	14.77	5.4	10.3	25.7	17.3	24.5	14.2	2.1	0.4
Delaware	264	11.33	7.6	10.2	25.8	14.0	22.0	12.1	6.1	2.3
Georgia [3]	186	15.30	10.2	10.2	17.7	14.5	23.1	18.3	4.3	1.6
Kentucky	403	11.32	15.1	16.1	23.1	12.2	19.1	10.4	3.0	1.0
Mississippi	160	14.50	1.3	9.4	23.8	17.5	20.6	20.0	6.3	1.3
Missouri	1,225	14.39	2.9	12.3	22.4	16.4	25.6	16.3	3.6	.5
New Jersey	406	17.44	4.4	11.3	36.9	17.2	18.5	9.9	1.7	-------
Ohio	2,032	15.00	-------	11.4	25.0	16.2	24.9	15.5	6.0	1.0
Oklahoma	347	17.46	1.7	6.1	22.8	15.9	32.9	15.9	4.6	.3
Rhode Island	303	13.26	2.3	9.6	24.8	17.8	20.8	17.8	5.0	2.0
South Carolina	141	15.20	7.1	18.4	26.2	9.9	17.7	18.4	1.4	.7
Tennessee	451	14.14	2.2	12.0	22.0	18.4	20.2	15.5	7.5	2.2
5-and-10-cent stores:										
Alabama	124	8.28	28.2	28.2	24.2	7.3	10.5	.8	.8	-------
Arkansas	106	9.52	16.0	27.4	42.5	10.4	3.8	-------	-------	-------
Georgia [3]	125	9.69	25.6	24.8	20.8	7.2	10.4	9.6	.8	.8
Kentucky	143	8.88	26.6	23.1	25.2	9.1	14.0	2.1	-------	-------
Mississippi	114	8.59	21.1	28.1	35.1	10.5	1.8	3.5	-------	-------
Missouri	247	10.10	34.8	24.7	21.1	9.3	5.3	2.8	.8	1.2
New Jersey	145	12.01	43.4	29.7	20.0	4.1	1.4	.7	.7	-------
Ohio	195	10.43	-------	46.2	30.8	8.7	9.7	4.1	.5	-------
Oklahoma	183	9.28	13.7	45.9	32.2	4.4	2.7	1.1	-------	-------
Rhode Island	102	12.31	39.2	22.5	20.6	8.8	6.9	1.0	1.0	-------
South Carolina	101	8.89	36.6	19.8	25.7	5.0	4.0	4.0	5.0	-------
Tennessee	183	9.26	16.9	32.2	35.5	9.3	4.9	1.1	-------	-------
Laundries:										
Arkansas	171	10.36	5.3	14.6	16.4	14.6	25.1	18.1	4.7	1.2
Delaware	138	9.83	28.3	23.2	17.4	5.1	11.6	7.2	5.8	1.4
Kentucky	249	10.66	8.4	14.1	15.3	14.1	24.1	16.1	6.0	2.0
Missouri	305	12.04	7.9	9.8	12.1	11.8	28.9	19.3	8.9	1.3
New Jersey	269	13.31	14.9	9.3	12.6	7.8	17.8	18.6	13.0	5.9
Ohio	583	12.65	-------	11.8	14.1	12.7	25.7	18.2	12.7	4.8
Oklahoma	369	11.96	2.2	8.4	20.9	12.2	28.7	19.0	7.3	1.4
Tennessee	140	10.11	7.9	10.7	17.1	17.1	22.9	17.9	6.4	-------

[1] For exceptions, see footnotes 5 and 6.
[2] Median not computed, owing to the small number involved.
[3] Exclusive of Atlanta.

TABLE XX.—*Age distribution of white women in general mercantile establishments, 5-and-10-cent stores, and laundries in 13 States, and increase in earnings with increased age, by State*—Continued

State and industry	Median earnings of women of 16 and under 18 years [1]	Per cent by which median of earnings at ages specified was above the median at 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
General mercantile:								
Alabama	$8.50	16.5	43.3	72.1	83.1	76.5	(2)	------
Arkansas	7.55	44.9	77.6	104.9	120.8	140.7	(2)	(2)
Delaware	9.36	3.0	13.2	30.2	34.0	54.9	61.8	(2)
Georgia [3]	12.25	------	[4] 3.8	34.7	32.0	48.6	(2)	(2)
Kentucky	8.08	20.3	33.4	55.8	74.9	85.6	(2)	(2)
Mississippi	[5] 9.63	(5)	29.8	48.8	84.3	80.0	(2)	(2)
Missouri	10.81	13.5	22.8	36.4	49.5	47.3	36.4	(2)
New Jersey	11.50	21.0	50.0	58.0	62.0	66.4	(2)	------
Ohio	[6] 12.07	(6)	13.4	27.8	30.5	31.9	27.8	26.8
Oklahoma	[5] 10.56	(5)	45.6	73.3	75.4	75.7	103.6	(2)
Rhode Island	[5] 12.57	(5)	2.7	7.4	13.2	10.7	7.4	(2)
South Carolina	[5] 12.50	(5)	14.0	(2)	41.6	26.6	(2)	(2)
Tennessee	[5] 10.50	(5)	18.8	41.2	50.8	65.7	52.4	(2)
5-and-10-cent stores:								
Alabama	7.92	.5	8.2	(2)	(2)	(2)	(2)	(2)
Arkansas	8.63	5.0	15.4	(2)	(2)	(2)	(2)	(2)
Georgia [3]	9.14	1.2	5.8	(2)	(2)	(2)	(2)	(2)
Kentucky	8.46	4.7	5.3	(2)	6.4	(2)	(2)	(2)
Mississippi	8.00	6.3	9.1	(2)	(2)	(2)	(2)	(2)
Missouri	9.65	5.8	14.0	2.9	(2)	(2)	(2)	(2)
New Jersey	10.79	13.3	19.4	(2)	(2)	(2)	(2)	(2)
Ohio	[6] 10.31	(6)	------	.7	12.8	(2)	(2)	(2)
Oklahoma	8.07	14.4	18.1	(2)	(2)	(2)	(2)	(2)
Rhode Island	11.40	9.1	21.3	(2)	(2)	(2)	(2)	(2)
South Carolina	8.43	.8	15.7	(2)	(2)	(2)	(2)	(2)
Tennessee	8.85	1.4	5.9	13.9	(2)	(2)	(2)	(2)
Laundries:								
Arkansas	(2)	------	------	------	------	------	------	------
Delaware	8.59	10.6	32.7	(2)	16.4	(2)	(2)	(2)
Kentucky	9.36	5.0	21.0	14.5	17.5	17.5	18.9	(2)
Missouri	9.00	6.7	36.7	38.9	46.8	42.6	32.2	(2)
New Jersey	11.67	15.7	20.0	35.0	30.2	20.0	.7	[4] 5.7
Ohio	[6] 11.39	(6)	15.0	14.1	12.0	12.0	12.2	9.7
Oklahoma	[5] 10.88	(5)	5.7	5.7	[4] 15.9	11.1	14.9	(2)
Tennessee	[5] 8.25	(5)	6.1	57.6	33.3	27.3	(2)	(2)

[4] In this case the figure shows a decline.
[5] Women 16 and under 18 years too few for the computation of a median, so group 18 and under 20 used as the base.
[6] Women 16 and under 18 years not tabulated, because of law limiting their hours of work. Group 18 and under 20 used as the base.

TABLE XXI.—*Comparison of earnings of white women on early and late pay rolls, undertime and full-time workers, in the four types of industry, by State*

State and type of industry	Early pay roll				Late pay roll						
	Date [1]	All women for whom extent of time worked was available	Per cent who worked—		Date [1]	All women for whom extent of time worked was available	Per cent who worked—		Per cent by which median earnings were above (+) or below (−) those of early pay roll for—		
			Undertime	Full time			Undertime	Full time	All women for whom extent of time worked was available	Undertime workers	Full-time workers
Manufacturing: [2]											
Alabama	1921	1,640	75.5	22.1	1922	2,087	59.8	33.6	−0.1	−6.7	−10.6
Delaware	1923	338	29.6	66.3	1924	742	43.8	54.7	−13.6	−15.7	+.2
Georgia [3]	1920	2,415	47.9	49.2	1920–21	2,364	46.3	52.5	−6.7	−6.5	−6.7
Kentucky	1920	2,889	50.5	45.9	1921	3,454	47.3	43.5	−8.0	−4.5	−10.3
Mississippi	1923	578	69.7	27.9	1924	783	54.7	39.7	+4.0	−5.1	−14.6
Missouri	1920–21	5,208	55.2	41.0	1922	7,553	53.5	43.0	−3.8	−1.0	−7.0
South Carolina	1920	6,158	64.1	35.1	1921	6,711	62.8	36.9	−35.4	−35.0	−35.8
General mercantile establishments:											
Alabama	February, 1921	862	17.3	82.7	February, 1922	742	14.2	84.6	−1.2	−1.6	−4.6
Delaware	September, 1923	252	11.1	88.9	September, 1924	339	8.6	91.4	−5.2	+7.8	−4.2
Georgia [3]	April, 1920	376	17.8	82.2	October, 1920	392	17.9	81.6	+11.7	+20.5	+17.3
Kentucky	May, 1921	657	21.0	78.7	September, 1921	753	18.1	81.5	+.6	−2.9	−.8
Mississippi	December, 1923	327	18.7	81.3	December, 1924	370	19.2	80.5	−1.3	−14.3	+1.3
Missouri	January, 1921	1,313	20.9	78.2	May, 1922	2,435	15.4	84.6	+2.9	+2.1	+.1
South Carolina	November, 1920	260	11.2	88.5	November, 1921	289	8.0	92.0	+.5	+10.7	−.3
5-and-10-cent stores:											
Alabama	February, 1921	181	29.3	70.2	February, 1922	188	26.6	73.4	−6.7	−13.9	−7.7
Delaware	September, 1923	79	26.6	73.4	September, 1924	94	28.7	71.3	+4.7	+10.7	+3.3
Georgia [3]	December, 1920	237	33.8	65.8	February, 1921	187	30.5	69.5	+7.3	+1.4	+8.0
Kentucky	March, 1921	192	20.8	79.2	October, 1921	197	20.8	79.2	−8.1	+2.3	−9.6
Mississippi	December, 1923	130	20.0	80.0	December, 1924	194	14.9	84.0	+6.7	−.5	+5.5
Missouri	January, 1921	412	23.1	76.7	April, 1922	424	23.1	76.4	−12.6	−16.7	−12.0
South Carolina	November, 1920	168	38.1	61.9	November, 1921	149	17.4	82.6	−6.1	−5.9	−11.9
Laundries:											
Alabama	February, 1921	80	22.5	66.3	February, 1922	66	48.5	45.5	−15.4	−18.6	−11.7
Delaware	August, 1923	153	35.3	64.1	September, 1924	196	31.6	68.4	−3.4	−12.3	−.4
Georgia [3]	May, 1920	36	25.0	75.0	February, 1921	39	20.5	74.4	−20.9	(4)	−8.9
Kentucky	June, 1921	347	27.4	72.6	November, 1921	351	27.6	71.5	−.2	+14.5	−.4
Mississippi	December, 1923	40	30.0	67.5	December, 1924	61	21.3	77.0	+12.6	(4)	+15.9
Missouri	January, 1921	742	40.3	59.0	April, 1922	616	44.6	49.4	−5.7	−2.2	−7.6
South Carolina	November, 1920	16	25.0	75.0	November, 1921	28	25.0	75.0	−30.1	(4)	(4)

[1] In manufacturing, only the year is given, as the month varied according to industry.
[2] In the case of the early pay roll, only the chief manufacturing industries are included.
[3] Exclusive of Atlanta.
[4] Not computed, owing to the small number involved.

TABLE XXII.—*Comparison of earnings of white women on early and late pay rolls, undertime and full-time workers in certain manufacturing industries, by State and industry*

State and industry [1]	Early pay roll				Late pay roll						
	Date	All women for whom extent of time worked was available	Per cent who worked—		Date	All women for whom extent of time worked was available	Per cent who worked—		Per cent by which median earnings were above (+) or below (−) those of early pay roll for—		
			Undertime	Full time			Undertime	Full time	All women for whom extent of time worked was available	Undertime workers	Full-time workers
Overalls:											
Alabama	February, 1921	28	21.4	78.6	February, 1922	62	100.0	----------	−37.7	(2)	----------
Georgia [3]	May, 1920	66	50.0	50.0	August, 1920	50	26.0	72.0	+42.5	(2)	+9.0
Missouri	January, 1921	270	53.3	46.7	May, 1922	547	55.2	44.4	+13.1	+38.3	−12.8
Shoes:											
Kentucky	October, 1920	177	34.5	58.8	October, 1921	425	61.6	33.9	−.5	+39.1	−6.4
Missouri	January, 1921	1,502	58.4	38.8	April, 1922	2,085	49.5	44.3	+4.9	+2.0	+.6
Cotton goods:											
Alabama	February, 1921	1,232	79.8	18.3	February, 1922	1,313	57.4	34.4	+4.1	−2.7	−13.6
Georgia [3]	February, 1920	1,789	48.1	48.9	February, 1921	1,797	49.8	48.7	−12.5	−10.5	−9.6
Mississippi	December, 1923	533	70.4	27.0	December, 1924	563	57.9	38.9	+.5	−3.0	−10.6
South Carolina	November, 1920	5,593	66.1	33.0	November, 1921	5,905	65.2	34.4	−35.9	−34.4	−36.8
Hosiery and knit goods:											
Alabama	February, 1921	96	90.6	5.2	February, 1922	399	67.4	29.6	−5.6	−13.0	(2)
Delaware	July, 1923	75	45.3	52.0	August, 1924	124	51.6	48.4	−4.5	−2.7	−9.6
Georgia [3]	February, 1920	150	58.0	39.3	October, 1920	127	52.0	48.0	+7.6	+21.6	+8.9
South Carolina	November, 1920	164	50.6	49.4	November, 1921	196	42.3	57.7	−33.9	−24.3	−32.9
Cigars:											
Delaware	September, 1923	229	24.5	73.8	September, 1924	448	24.6	74.3	+1.6	−3.3	+2.6
Georgia [3]	February, 1920	126	37.3	62.7	October, 1920	132	20.5	79.5	+50.8	+32.6	+30.2
Kentucky	November, 1920	267	47.6	52.4	October, 1921	442	31.2	68.3	−19.8	−13.6	−30.4
South Carolina	October, 1920	160	28.8	71.3	do	303	43.2	56.8	−34.2	−78.7	−15.8
Tobacco:											
Kentucky	do	643	48.1	47.1	do	721	59.6	38.8	−8.8	+13.2	−6.4
Missouri	January, 1921	1,278	52.8	40.2	April, 1922	1,104	57.1	39.1	−15.6	−7.5	−6.9

[1] Industries are those having considerable numbers of women reported in early pay rolls.
[2] Median not computed, owing to the small number involved.
[3] Exclusive of Atlanta.

TABLE XXIII.—*Earnings distribution of negro full-time workers in manufacturing and laundries, by State and weekly hours*

MANUFACTURING

State and hours [1]	Number of women reported	Women who received—											
		Under $8		$8 and under $10		$10 and under $12		$12 and under $15		$15 and under $20		$20 and over	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Georgia [2]	63	29	46.0	17	27.0	10	15.9	5	7.9	2	3.2		
52 and under 55 hours	41	22	53.7	13	31.7	5	12.2	1	2.4				
55 and under 60 hours	18	7	38.9	4	22.2	3	16.7	2	11.1	2	11.1		
Kentucky	276	104	37.7	76	27.5	56	20.3	28	10.1	12	4.3		
Over 48 and under 52 hours	194	73	37.6	51	26.3	35	18.0	23	11.9	12	6.2		
52 and under 55 hours	44	18	40.9	21	47.7	4	9.1	1	2.3				
55 and under 60 hours	38	13	34.2	4	10.5	17	44.7	4	10.5				
Missouri—Over 48 and under 52 hours	51	22	43.1	19	37.3	4	7.8	2	3.9	4	7.8		
Ohio	146	28	19.2	27	18.5	31	21.2	37	25.3	15	10.3	8	5.5
Over 48 and under 52 hours	142	27	19.0	27	19.0	29	20.4	36	25.4	15	10.6	8	5.6
South Carolina	113	80	70.8	27	23.9	4	3.5	2	1.8				
Under 48 hours	78	51	65.4	24	30.8	3	3.8						
55 and under 60 hours	29	27	93.1	1	3.4	1	3.4						
Tennessee	245	104	42.4	64	26.1	31	12.7	33	13.5	12	4.9	1	.4
Over 48 and under 52 hours	38	9	23.7	23	60.5	5	13.2	1	2.6				
52 and under 55 hours	102	50	49.0	17	16.7	4	3.9	21	20.6	9	8.8	1	1.0
55 and under 60 hours	103	45	43.7	24	23.3	20	19.4	11	10.7	3	2.9		

LAUNDRIES

Alabama	203	189	93.1	10	4.9	2	1.0	1	0.5	1	0.5		
Under 48 hours	65	59	90.8	4	6.2	1	1.5	1	1.5				
48 hours	42	39	92.9	2	4.8	1	2.4						
52 and under 55 hours	27	22	81.5	4	14.8					1	3.7		
55 and under 60 hours	60	60	100.0										
Georgia—Atlanta	181	145	80.1	26	14.4	7	3.9	3	1.7				
Over 48 and under 52 hours	46	29	63.0	11	23.9	5	10.9	1	2.2				
52 and under 55 hours	71	60	84.5	7	9.9	2	2.8	2	2.8				
55 and under 60 hours	40	33	82.5	7	17.5								
60 hours and over	24	23	95.8	1	4.2								
Georgia—Other places	164	134	81.7	22	13.4	6	3.7	2	1.2				
Under 48 hours	14	13	(3)	1	(3)								
Over 48 and under 52 hours	39	33	84.6	5	12.8	1	2.6						
52 and under 55 hours	23	20	87.0			1	4.3	2	8.7				
55 and under 60 hours	55	43	78.2	10	18.2	2	3.6						
60 hours and over	33	25	75.8	6	18.2	2	6.1						
Missouri	88			35	39.8	31	35.2	19	21.6	3	3.4		
Over 48 and under 52 hours	14			2	(3)	7	(3)	4	(3)	1	(3)		
52 and under 55 hours	72			33	45.8	24	33.3	14	19.4	1	1.4		
New Jersey	87			20	23.0	38	43.7	10	11.5	15	17.2	4	4.6
Over 48 and under 52 hours	50			20	40.0	12	24.0	5	10.0	10	20.0	3	6.0
52 and under 55 hours	37					26	70.3	5	13.5	5	13.5	1	2.7
South Carolina	127	119	93.7	5	3.9	1	.8	2	1.6				
Under 48 hours	21	20	95.2	1	4.8								
52 and under 55 hours	58	56	96.6	1	1.7			1	1.7				
55 and under 60 hours	26	21	80.8	3	11.5	1	3.8	1	3.8				
60 hours and over	13	13	100.0										
Tennessee	361	278	77.0	46	12.7	25	6.9	8	2.2	4	1.1		
52 and under 55 hours	66	48	72.7	13	19.7	2	3.0	2	3.0	1	1.5		
55 and under 60 hours	293	228	77.8	33	11.3	23	7.8	6	2.0	3	1.0		

[1] States in which hours were reported for fewer than 50 women and hour groups containing fewer than 10 women are omitted.
[2] Exclusive of Atlanta.
[3] Not computed, owing to the small number involved.

TABLE XXIV.—*Median of the week's earnings of negro women in manufacturing and in laundries, by State and industry*

Industry	All States	Alabama (1922)		Arkansas (1922)		Georgia[1] (1921)		Kentucky (1921)		Mississippi (1924)		Missouri (1922)		New Jersey (1922)		Ohio (1922)		South Carolina (1921)		Tennessee (1925)	
	Number of women	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median	Women	Median
Manufacturing—Total	3,144	133	$5.80	48	$5.15	176	$6.74	1,052	$8.34	168	$5.57	244	$6.92	89	$10.55	514	$8.92	233	$4.89	484	$7.86
Candy	58	26	7.00	2	(2)	1	(2)			27	5.63	2	(2)								
Clothing:																					
Men's shirts	19													5	(2)					14	(2)
Women's clothing	45													10	(2)					35	8.13
Drugs and chemicals	54	2	(2)											1	(2)					51	8.02
Glass products	75													2	(2)	73	10.78				
Metal products	74													20	11.00	54	8.60				
Paper and paper products	97															89	7.10			8	(2)
Printing and publishing	16																			16	9.20
Textiles:																					
Cotton goods	131	98	5.33			11	(2)			3	(2)							14	(2)	5	(2)
Hosiery and knit goods	147					96	6.45							2	(2)			29	4.94	20	9.00
Tobacco products:																					
Cigars	464					66	6.56							47	10.19	154	8.15	190	4.80	7	(2)
Tobacco	1,626							1,051	8.35			242	6.95			144	8.90			189	7.54
Wood products:																					
Boxes and crates	184			46	5.23					138	5.53										
Furniture	139																			139	7.84
Other manufacturing[3]	12	7	(2)			2	(2)	1	(2)					2	(2)						
Laundries	[4]2,630	410	6.11	201	9.37	272	6.11	75	8.11	249	6.01	353	9.79	148	10.20	71	9.79	205	5.66	646	6.53

[1] Exclusive of Atlanta.
[2] Not computed, owing to the small number involved.
[3] Bakeries 2 (Alabama), men's clothing 1 (Kentucky), overalls 1 (Alabama), rubber 2 (New Jersey), and cordage 6 (Alabama and Georgia).
[4] In addition, 54 women reported in Oklahoma had a median of $8, and 274 in the city of Atlanta a median of $6.94. In neither case were negro women reported in manufacturing.

TABLE XXV.—*Age and earnings of negro women in tobacco manufacturing and in laundries, by State*

State	All women reporting		Women whose age was—															
			16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings
TOBACCO MANUFACTURING																		
Kentucky	521	$9.08	9	(1)	25	$7.63	85	$8.41	98	$10.44	162	$10.13	95	$9.28	31	$7.50	16	$4.67
Missouri	133	8.23	3	(1)	10	(1)	29	7.50	20	10.00	40	9.00	21	8.17	9	(1)	1	(1)
Ohio	59	8.79			4	(1)	13	(1)	4	(1)	12	(1)	18	10.50	5	(1)	3	(1)
Tennessee	125	7.50	4	(1)	8	(1)	18	7.67	21	7.90	37	7.92	20	6.25	13	(1)	4	(1)
LAUNDRIES																		
Alabama	263	$6.17	17	$5.64	37	$5.65	67	$6.16	63	$6.43	44	$6.21	26	$6.22	6	(1)	3	(1)
Arkansas	181	9.36	3	(1)	16	9.17	33	9.11	51	9.04	42	9.60	30	9.73	6	(1)		
Georgia:																		
Atlanta	62	7.44	8	(1)	7	(1)	17	7.39	7	(1)	12	(1)	9	(1)	1	(1)	1	(1)
Other places	142	6.33	18	6.29	20	6.00	33	6.06	24	6.29	27	6.75	12	(1)	4	(1)	4	(1)
Kentucky	41	8.96	1	(1)	2	(1)	6	(1)	4	(1)	12	(1)	8	(1)	8	(1)		
Mississippi	123	6.22	8	(1)	17	5.58	22	6.11	21	6.08	25	6.46	19	6.81	10	(1)	1	(1)
Missouri	134	9.90	9	(1)	15	9.08	30	9.86	25	10.64	38	10.38	15	9.63	2	(1)		
New Jersey	39	10.44	2	(1)	3	(1)	7	(1)	9	(1)	8	(1)	9	(1)	1	(1)		
Ohio	24	9.64			4	(1)	8	(1)	7	(1)	5	(1)						
Oklahoma	38	8.50			5	(1)	8	(1)	9	(1)	12	(1)	4	(1)				
South Carolina	82	5.74	5	(1)	26	5.29	21	5.72	17	5.50	9	(1)	3	(1)			1	(1)
Tennessee	305	6.78	16	6.33	62	6.43	80	6.85	60	6.56	46	8.25	19	7.17	20	$7.00	2	(1)

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

TABLE XXVI.—*Year's earnings of white women in chief woman-employing manufacturing industries reported, by State and industry*

State and industry[1]	Year for which earnings were recorded—	Number of women reported	Women earning under $500 in the year		Median of the year's earnings	Estimated weekly earnings[2]
			Number	Per cent		
	Year ended—					
Cotton goods:						
All States		1,408	425	30.2		
Alabama	February, 1922	294	176	59.9	$464	$8.92
Georgia [3]	February, 1921	248	10	4.0	862	16.58
Mississippi	December, 1924	106	73	68.9	392	7.54
New Jersey	September, 1922	68	5	7.4	783	15.06
South Carolina	November, 1921	610	141	23.1	623	11.99
Tennessee	February, 1925	82	20	24.4	600	11.54
Hosiery and knit goods:						
All States		[4] 854	[4] 180	21.1		
Alabama	February, 1922	110	68	61.8	459	8.83
Delaware	August, 1924	35	3	8.6	725	13.94
Georgia [3]	October, 1920	30	7	23.3	625	12.02
New Jersey	September, 1922	160	2	1.3	995	19.13
Ohio	do	116	8	6.9	714	13.74
Tennessee	February, 1925	385	79	20.5	625	12.02
Metal products:						
All States		[4] 762	45	5.9		
Kentucky	November, 1921	27	1	3.7	669	12.86
New Jersey	September, 1922	247	4	1.6	760	14.61
Ohio	do	411	40	9.7	687	13.21
Rhode Island	October, 1920	64			925	17.79
Electrical appliances:						
All States		617	12	1.9		
Missouri	April, 1922	28			750	14.42
New Jersey	September, 1922	241	11	4.6	842	16.20
Ohio	November, 1922	268	1	.4	799	15.36
Rhode Island	October, 1920	80			882	16.96
Shoes:						
All States		556	37	6.7		
Kentucky	October, 1921	45	13	28.9	581	11.18
Missouri	April, 1922	344	18	5.2	800	15.38
Ohio	September, 1922	167	6	3.6	877	16.86
Cigars:						
All States		[4] 572	85	14.9		
Delaware	September, 1924	87	7	8.0	905	17.41
Kentucky	October, 1921	49	6	12.2	753	14.48
New Jersey	September, 1922	144	1	.7	900	17.31
Ohio	do	244	56	23.0	603	11.60
Tennessee	October, 1924	23	15	65.2	471	9.05
Paper products:						
All States		[4] 544	[4] 23	4.2		
Missouri	April, 1922	136	3	2.2	718	13.82
New Jersey	September, 1922	62	1	1.6	789	15.17
Ohio	do	257	15	5.8	685	13.17
Rhode Island	October, 1920	26			758	14.58

[1] Industries in which over 500 women were reported; States in which over 20 women were reported in industry specified.
[2] Exact median for the year, before changing to round number, divided by 52.
[3] Exclusive of Atlanta.
[4] Total exceeds details, as some States had fewer than 20 women reported.

TABLE XXVII.—*Year's earnings of white women in the four types of industry, by State*

MANUFACTURING

State	Date of survey	Number of women reported	Median of the year's earnings [1]	Number of women whose earnings were— Under $300	$300 and under $400	$400 and under $500	$500 and under $600	$600 and under $700	$700 and under $800	$800 and under $900	$900 and under $1,000	$1,000 and under $1,100	$1,100 and under $1,200	$1,200 and over
Alabama	1922	539	$481	41	115	139	107	64	33	23	12	3	1	1
Arkansas	1922	26	525	1	4	7	3	3	5	3				
Delaware	1924	138	817			13	19	14	17	25	11	16	7	16
Georgia:														
Atlanta	1920	55	655		2	7	14	9	10	7	5		1	
Other places	1921	340	817		2	17	38	54	52	53	51	30	28	15
Kentucky	1921	341	626	1	15	63	76	67	49	37	14	6	8	5
Mississippi	1924	120	400	20	40	21	14	17	3	4	1			
Missouri	1922	1,184	747	8	31	82	147	224	212	181	116	91	40	52
New Jersey	1922	1,363	838		3	40	75	175	282	272	222	144	70	80
Ohio	1922	2,510	735	10	52	145	380	493	478	378	254	141	77	102
Oklahoma	1924	22	663			5	3	6	5	1	1	1		
Rhode Island	1920	342	915				8	22	62	70	60	43	33	44
South Carolina	1921	658	619	8	43	108	144	140	96	68	32	11	5	3
Tennessee	1925	784	621	3	38	138	174	161	112	74	47	27	7	3

GENERAL MERCANTILE ESTABLISHMENTS

State	Date of survey	Number of women reported	Median of the year's earnings [1]	Under $300	$300 and under $400	$400 and under $500	$500 and under $600	$600 and under $700	$700 and under $800	$800 and under $900	$900 and under $1,000	$1,000 and under $1,100	$1,100 and under $1,200	$1,200 and over
Alabama	1922	163	$729		6	13	21	31	30	27	10	5	7	13
Arkansas	1922	73	784			4	6	14	15	10	6	7	5	6
Delaware	1924	49	753		2	4	6	9	13	3	5	1	4	2
Georgia:														
Atlanta	1920	46	900		1	3	3	5	3	8	5	4	5	9
Other places	1921	47	942				1	8	8	4	6	8	2	10
Kentucky	1921	62	689		3	12	6	12	12	9	3	2		3
Mississippi	1924	69	853		2	2	6	9	10	15	8	4	4	9
Missouri	1922	238	819	1	2	12	32	27	37	49	21	19	16	22
New Jersey	1922	124	1,085				1	1	5	12	21	26	20	38
Ohio	1922	646	805		4	14	69	96	134	124	67	45	30	63
Oklahoma	1924	125	920			5	9	6	21	16	28	8	13	19
Rhode Island	1920	77	733		1	3	3	25	15	16	10	3	1	
South Carolina	1921	37	856				2	7	7	6	4	5	2	4
Tennessee	1925	147	788		1	9	8	29	30	22	11	11	10	16

5-AND-10-CENT STORES

Alabama	1922	36	$431		10	20	5	1						
Arkansas	1922	19	489		2	9	2	4	2					
Delaware	1924	19	525		1	8	7	3						
Georgia, other places	1921	21	481		1	11	6	2	1					
Kentucky	1921	22	567		1	6	8	3	3		1			
Mississippi	1924	34	431		9	20	5							
Missouri	1922	66	613		5	2	24	13	9	6	5	2		
New Jersey	1922	34	667			1	2	18	9	2	2			
Ohio	1922	78	612			11	25	22	14	5	1			
Oklahoma	1924	57	510		3	23	23	7		1				
Rhode Island	1920	19	613		1	1	6	7	2	2				
South Carolina	1921	18	488		2	8	6	2						
Tennessee	1925	38	510		4	13	16	5						

LAUNDRIES

Alabama	1922	19	$663	3	3	1	1	3	3	2	2	1		
Arkansas	1922	24	550		1	10	6	2	2	1	1	1		
Delaware	1924	36	572			11	12	10	2		1			
Kentucky	1921	35	671			9	12	9	2	1	1	1		
Mississippi	1924	19	463	2	4	5	5	2				1		
Missouri	1922	160	674	1	8	19	27	34	31	18	13	3	1	5
New Jersey	1922	57	681			11	10	9	10	12	2		2	1
Ohio	1922	180	654		2	14	46	52	33	18	8	5	2	
Oklahoma	1924	118	647		2	11	32	32	25	8	5		2	1
Rhode Island	1920	17	758			1	2	2	6	4	1			1
Tennessee	1925	42	542	2	7	7	9	3	8	2	2	2		

[1] Medians computed on $50 groupings.

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. Fourth ed., 1928.
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. 26 pp. 1921.
No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 20 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. 6 pp. Revised, 1931.
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.
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.
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No. 85. Wages of Women in 13 States. 213 pp. 1931.
No. 86. Activities of the Women's Bureau of the United States. (In press.)
No. 87. Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. (In press.)
Pamphlet. Women's Place in Industry in 10 Southern States. (In press.)
Annual Reports of the Director, 1919*, 1920*, 1921*, 1922, 1923, 1924*, 1925, 1926, 1927*, 1928*, 1929, 1930.

* Supply exhausted.