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UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, NO. 88

**THE EMPLOYMENT OF WOMEN
IN SLAUGHTERING AND
MEAT PACKING**

[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

BULLETIN OF THE WOMEN'S BUREAU, NO. 88

**THE EMPLOYMENT OF WOMEN
IN SLAUGHTERING AND
MEAT PACKING**

BY

MARY ELIZABETH PIDGEON



UNITED STATES
GOVERNMENT PRINTING OFFICE
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UNITED STATES DEPARTMENT OF LABOR

WOMEN'S BUREAU

BULLETIN OF THE WOMEN'S BUREAU, NO. 33

THE EMPLOYMENT OF WOMEN
IN SLAUGHTERING AND
MEAT PACKING

BY
MARY ELIZABETH PAXTON



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON, 1913

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, June 2, 1931.

SIR: I have the honor to submit herewith a report on the employment of women in the slaughtering and meat-packing industry in 1928, covering nearly 6,600 women workers in 34 plants.

The study was made at the request of a volunteer committee of the National Conference of Social Work.

The report is particularly timely, as it furnishes data on the fluctuation in women's employment in an industry subject to great irregularity in the receipt of the raw material.

The tables cover employment, hours, earnings (weekly and for a year), lay-offs and other separations, personal history, family responsibilities, and economic status. The effect of the task-and-bonus system in operation in a number of plants is shown. Occupations and working conditions are described.

The cooperation of employers who courteously gave the investigators access to their employment records and pay rolls is gratefully acknowledged.

The field study was conducted by Caroline Manning, industrial supervisor. The report was written by Mary Elizabeth Pidgeon, chief of the division of research, assisted in the preparation of two chapters by Ethel Erickson, of the field service.

Respectfully submitted.

MARY ANDERSON, *Director.*

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



TYPICAL PORK-TRIM ROOM

Note carriers, full and inverted, for supplying meat at tables

THE EMPLOYMENT OF WOMEN IN SLAUGHTERING AND MEAT PACKING

PART I.—INTRODUCTION

It is probable that the industry of which the slaughtering and meat-packing processes form a part, including as it does the production and marketing of the livestock as well as the preparation and distribution of the product, would be found to touch the lives of more families and of more types of people scattered through all sections of the country than does almost any other great American business. Estimate has been made that its raw material is drawn from over 6,000,000 farmers.¹ Its direct products are used as foods in homes in all parts of the United States and in foreign countries.

While this report deals only with workers employed at the meat-packing plants proper, this preparation and the distribution features as well are concentrated in a few large-scale companies. Stock is shipped to market in cars owned chiefly by the railroads. The stock-yards are owned largely by the packing companies, who allow the use of designated pens, free of rent, to various commission merchants. The shipper of the animals pays a yardage fee to cover accommodation and food until sale and a commission to the seller.

The conversion into various packing-house products takes place in plants adjoining the yards. It is an industry in which direct hand labor plays an especially important part, for, although there is a high degree of labor specialization and accuracy of job specification, the replacement of hand by machine labor has proceeded less rapidly than in almost any other of the large industries.²

The packing companies own and lease to the railroads most of the refrigerator cars in which their products are shipped, and they also maintain icing stations and branch distribution houses.

Under the supervision of the Bureau of Animal Industry in the United States Department of Agriculture, the animals killed in plants engaging in interstate shipment are inspected thoroughly for healthy condition both before killing and at different stages of the dressing. Practically all the establishments visited had inspection stations.

Though workers on the by-products of this business form no part of the present study, it is interesting to observe that almost every part of the animal is utilized in effective fashion and that the result is the making of many useful and important articles. Some of these are materials in common use, such as hides, gelatin, glue, soap, and stock foods. The blood is used for an edible serum substitute for egg whites, or for an ingredient of fertilizer or of animal food. The hair is employed as a plaster base, as furniture stuffing, and for certain brushes. The intestines make sausage casings, the caps of perfume or other bottles, surgical ligatures, and strings for musical instruments. Hoofs, horns, and bones furnish material for knife and umbrella handles, combs, buttons, and other articles of value. From the fresh glands medicinal needs are served by the preparation of such substances as thyroid extract, pancreatin, pepsin, pituitary

¹ Clemen, Rudolf A. The American Meat-Packing Industry. *In* Representative Industries in the United States, H. T. Warshaw, ed., 1928, p. 440.

² U. S. Bureau of Labor Statistics. *Monthly Labor Review*, November, 1926, pp. 30 and 31.

fluid, and insulin.³ In extolling the value of large-scale production, an advertising booklet of one of the large firms states that the tiny glands of 16,000 cattle are required to produce a pound of insulin, a substance recently made known to the medical profession as effective in the treatment of a disease formerly almost impossible to alleviate.

Importance and growth of the industry.

There are many independent small-town and country butchers and packers in various sections who do a local business relatively unimportant in extent, but the greater part of this work is carried on by companies that operate on a large scale. This is in contrast to the situation that prevailed in the eighteen-sixties, of which an official of one of the large companies has said—

In 1865 every town or city in the country had its own slaughterhouse. For example, New York had more than 200, and what is now Fifth Avenue was often encumbered by large droves of cattle. Stockyards stood on land in Manhattan that now is the site for some of the finest clubs, hotels, and retail stores in the metropolis.

The development and centralization of slaughtering and meat packing, as of many other great American industries, took place largely in the last quarter of the nineteenth and first decade of the twentieth centuries and undoubtedly was greatly facilitated by the perfection of refrigerated transportation and by certain mechanical inventions such as the endless-chain or overhead-conveyor system.

In total value of products, the industry is a leading one in the country, ranking third in 1927, being exceeded only by motor vehicles and iron and steel.⁴

If the figures of the Department of Agriculture on the number of animals slaughtered under Federal inspection be taken as an indication, the hogs used show a very great preponderance over other types of animals. While from 1920 to 1927, inclusive, the millions of cattle annually slaughtered under Federal inspection were, roughly, from 8 to 10, of calves from 4 to 5, and of sheep from 11 to nearly 13, those of hogs were from 38 to 54. In 1927, 42,650,443 hogs were slaughtered, a figure that was nearly 6 per cent above that in 1926 and was nearly 80 per cent of that of a peak year, 1924.⁵

The proportional growth in slaughtering and meat packing from 1909 to 1925, as adduced from figures as to number of establishments, average number of wage earners, pounds of meat dressed, and number of animals slaughtered, was as follows:

Data reported ^a	Per cent increase—	
	1909-1919 ^a	1919-1925 ^a
Number of establishments.....	6.8	52.7
Average number of wage earners.....	83.3	25.2
Millions of pounds dressed weight of cattle, hogs, sheep, lambs, calves.....	29.5	7.6
Number of animals slaughtered:		
Calves.....	75.5	31.4
Cattle.....	33.3	.3
Hogs.....	31.4	8.0
Sheep and lambs.....	9.8	.9

^a U. S. Bureau of Labor Statistics. Wages and Hours in the Slaughtering and Meat-Packing Industry 1927, p. 48. From data from U. S. Census of Manufactures. (Percentages computed by Women's Bureau.)

^b In this case the figure is a per cent decrease.

³ Clemen, Rudolf A. The American Meat-Packing Industry. In Representative Industries in the United States, H. T. Warshow, ed., 1928, p. 440.

⁴ U. S. Bureau of the Census. Census of Manufactures: 1927. Statistics for Industries and States, pp. 10-23.

⁵ U. S. Department of Agriculture, Bureau of Agricultural Economics. Animals Slaughtered Under Federal Inspection, Fiscal Years Ending June 30, 1908-1927.

The foregoing figures show a net increase from 1909 to 1925 in every category of measurement, but in each case this was proportionately much greater from 1909 to 1919 than from 1919 to 1925. In the latter period both the number of establishments and the average number of wage earners decreased, but at the same time the amount of meat handled showed a material increase, indicating a greater productivity on the part of the labor employed. The cost of labor in the industry has been relatively small, the average from 1899 to 1923 being about 7 per cent of the total value of goods produced; the average cost of raw materials was about 87 per cent; the remainder consisting of overhead expense, interest, and profits.⁶

Irregularities incident to the industry.

There is great irregularity in the flow of livestock. The variation in shipments that occurs from day to day, week to week, and month to month causes great fluctuation in employment and frequent changes in daily and weekly hours of work in packing houses—a situation that makes difficulties both for the management and for the workers. In setting forth conditions in the industry in 1919, by request of the Federal Trade Commission, the packers emphasized these difficulties, one of them stating that the companies—

* * * have to buy uneven quantities of their raw material—a condition that almost no other kind of manufacturer has to face.⁷

It is probable that this condition is somewhat aggravated because many farmers tend, in growing stock, to follow the movement of the preceding season rather than to anticipate the market—thus a great surplus will be produced in one year, an extreme scarcity in another.

The peak period for cattle is likely to be at some time in the last half of the calendar year; for calves it is usually in the fall and spring, for sheep in July and again in November or December, for hogs from November to May.

Request for study.

It is apparent that the variations in employment that tend to be caused by such a condition are likely to introduce a considerable degree of hardship into the lives of workers in the communities whose labor supports this industry. Social agencies in these localities testify that such is often the case, even though the unemployment hazard has been reduced in some degree by improvements in organization. For this reason, a volunteer committee of the National Conference of Social Work made the request, near the close of 1927, that the Women's Bureau make a study of the employees of packing houses. Following its policy of cooperation with agencies interested in the economic condition of workers, the bureau was glad to undertake such a study, especially in view of the fact that the number of women in the industry had shown a material increase in the last census decade for which figures were obtainable.

Women employed in slaughtering and meat packing.

According to the United States census of occupations, the number of women laborers and semiskilled workers in slaughtering and meat

⁶ U. S. Bureau of Labor Statistics. Monthly Labor Review, November, 1926, p. 31.

⁷ Federal Trade Commission. Report on the Meat-Packing Industry. Summary and Part I. June 24, 1919, p. 427.

packing more than trebled from 1910 to 1920. In the latter year 12,197 women employees were reported, forming more than 10 per cent of all those recorded in the industry.⁸

SCOPE AND METHOD OF STUDY

Scope.

In the period from June, 1928, to February, 1929, the Women's Bureau made a field study that covered one or more types of information for 6,568 women workers. Thirty-four meat-packing plants in 13 cities in 9 States were visited. The numbers of women included in the various places are as follows:

All cities.....	6,568	Los Angeles, Calif.....	203
Austin, Minn.....	111	Omaha, Nebr.....	652
Chicago, Ill.....	1,703	Ottumwa, Iowa.....	186
Denver, Colo.....	87	St. Joseph, Mo.....	188
East St. Louis, Ill.....	469	St. Paul, Minn.....	984
Fort Worth, Texas.....	232	San Francisco, Calif.....	44
Kansas City, Kans.....	975	Sioux City, Iowa.....	734

That a representative proportion of the industry was covered by the study is indicated by two facts: (1) Of the livestock received at 66 markets in 1926, as reported by the Bureau of Agricultural Economics, that received in 9 of the 13 cities studied formed 54 per cent of the total; (2) of the women in this industry as reported by the 1920 census of occupations, nearly 70 per cent were employed in the 9 States visited by the Women's Bureau. The table following gives the survey figures and those of the census of occupations, by State:⁹

State	Number of women ^a 10 years of age and over reported by census of 1920 as employed in slaughtering and meat packing	Number of women in Women's Bureau study, 1928	Ratio of number of women in study to total number employed in 1920
All States.....	8,830	6,568	Per cent 74.4
California.....	391	247	63.2
Colorado.....	80	87	108.8
Illinois.....	3,869	2,172	56.1
Iowa.....	734	920	125.3
Kansas.....	1,046	975	93.2
Minnesota.....	379	1,095	288.9
Missouri.....	1,081	188	17.4
Nebraska.....	816	652	79.9
Texas.....	434	232	53.5

^a U. S. Bureau of the Census. Fourteenth Census, 1920: vol. 4, Population, Occupations, pp. 62 ff.

⁸ U. S. Bureau of the Census. Fourteenth Census, 1920: vol. 4, Population, Occupations, pp. 37 and 38. Later figures not available.

⁹ The Census of Manufactures, 1919, reported 12,165 women employees in this industry, larger numbers than were found by the Women's Bureau in every State but Missouri and California, and considerably larger in Illinois. Even if the numbers studied by the Women's Bureau be compared with these larger numbers of the Census of Manufactures, they constitute over one-half of the entire number included in the census reports and over one-half the number in six of the nine States—in four of these, over three-fourths.

Sources and types of data secured.

In making the study the agents of the Women's Bureau consulted plant officials and other persons having a knowledge of conditions within the industry. They also interviewed persons interested in the problems of the workers in the communities visited, such as settlement workers and those connected with other social agencies.

A week's record of each woman employee was copied from the company's pay roll. It included the data obtainable upon the hours she actually worked, any time on vacation, her rate of pay, and her actual earnings—regular, bonus, and guaranty. Furthermore, a year's records were copied for a picked group of steady workers, those who had worked at least 44 weeks in the year. The employment records of the firm were consulted to ascertain the personal history of the women then employed—their nativity, time in the United States if foreign born, race, age, and marital status; more than a thousand records of this kind were secured for women whose current earnings were not obtainable. Finally visits were made to the homes of 897 of the women for whom information had been secured in the plants to obtain a more complete picture of the worker's general economic status, family responsibilities, and industrial history, including past jobs, periods of unemployment, and irregularity of work. Opportunity was afforded for comments on the present job and reasons for working.¹⁰

Dates of the current and year's records of earnings.

Material relating to a week's earnings and hours ordinarily was taken from a pay roll for late May or early June, 1928, selected upon consultation with members of the firms as representative of a usual season, having neither a peak nor a slump. No pay roll taken included the holiday on the 30th of May. In every locality studied, a year's records were taken from the pay rolls for a picked group of steady workers—those who had worked at least 44 weeks in the year. In three cities—Sioux City, St. Paul, and Ottumwa—pay-roll data for 12 months, including the record of lay-offs and other breaks in employment as well as earnings and hours worked, were secured for all women who had been employed at any time during the year, whether for 1 week or 52. The year's records ordinarily were based on the pay rolls of June 4, 1927, to May 26, 1928, a period of relatively normal industrial activity. The home visits for the most part were made in the second half of 1928.

Of the total of 6,568 women, the numbers for whom the various types of information were reported are as follows:

	Number of women
Data from pay rolls:	
Reports of one week's earnings.....	5, 101
Year's records of selected women who had worked 44 weeks or over.....	2, 003
Complete year's records of all women in three localities..	1, 904
Data from employment records—Personal history	6, 133
Data from home visits.....	897

¹⁰ For the schedules used for the year's record of the women in the plants and for the home visits, see Appendix B.

PART II.—SUMMARY OF FINDINGS

SCOPE OF THE STUDY

The study of women in the meat-packing industry, made by the Women's Bureau in 1928, included 6,568 women in 34 plants in 13 cities in 9 States. This number constitutes about three-fourths of the number reported in this industry in the census of 1920—the latest available figures. The data reported were as follows:

Type of data	Source	Time	Number of—	
			Cities	Women
Earnings for current week.....	Pay rolls.....	Week in late May or beginning of June, 1928.	13	5,101
Year's earnings of women employed 44 weeks or over.	.....do.....	Year beginning first week in June, 1927.	13	2,003
Employment, hours, and earnings of women employed, each week of the year studied.	.....do.....	.....do.....	3	1,904
Personal history.....	Plant employment records.	1928.....	13	6,133
	Interviews with women in their homes.	Chiefly second half of 1928.	8	897

OCCUPATIONS OF WOMEN

The 6,564 women whose occupations were reported were distributed in the various departments as follows:

Department	Women	
	Number	Per cent
All departments.....	6,564	100.0
Kill.....	232	3.5
Offal.....	480	7.3
Casings (beef, hog, and sheep).....	497	7.6
Pork trim.....	958	14.6
Sausage.....	1,933	29.4
Smoked meat (other than sliced bacon).....	380	5.8
Sliced bacon ¹	1,064	16.7
Canning.....	511	7.8
Lard, butter, butterine, and cheese.....	335	5.1
Other.....	144	2.2

¹Includes a few women on chipped beef, not discussed separately in this report.

WORKING CONDITIONS

General maintenance, condition of floors, cleanliness, repair, lighting, and ventilation were better in the meat-packing plants than is usual in industries having such difficult problems.

Sanitary facilities.

Drinking facilities.—Almost all the plants visited provided cool drinking water, and the use of the common cup had practically disappeared. A better type of bubbler seemed to be the general need, since only three of the plants had sanitary bubblers throughout; two plants had them in some of the workrooms.

Washing facilities.—All the plants visited had hot as well as cold water, and all provided soap in some or all of the wash rooms. The sausage, smoked-meat, sliced-bacon, and canning departments usually had washing facilities in the workroom as well as in the wash or toilet rooms. The type of equipment varied greatly, and some crude troughs or sinks were seen; but on the whole the maintenance and cleanliness were satisfactory. Individual towels were provided for all or some of the women in three-fourths of the plants. Unfortunately, in a number of the plants only common towels were provided, and occasionally towels were found in only a few of the wash rooms or in some one or two departments, such as sliced bacon and sausage making.

Uniforms.—Some sliced-bacon departments had rigid uniform requirements, and in a few cases the girls complained of the cost of these. Some plants offered free laundry service, some did the laundering for certain departments, such as sausage and sliced bacon, and some offered rough-dry work. The service offered was in some cases so poor that few cared to take advantage of it. Some plants sold dresses, aprons, caps, rubbers, and heavy shoes at cost or at less than cost.

Toilets.—Of the 28 plants whose toilet facilities were reported, 21 had a satisfactory ratio of toilet seats; that is, one to every 15 women employed. However, some of these were unsatisfactory because their location was inconvenient to large numbers of women.

Service facilities.

Cloakrooms.—All the plants reported had cloakroom facilities for their employees. In all but four of the plants the dressing room was combined with other service facilities, usually the lunch room and lavatory, and sometimes this entailed uncomfortable crowding.

Lunch rooms.—Lunch accommodations of some kind were provided in all the plants reported. About three-fourths were cafeterias, where a variety of foods could be obtained at low prices. In all but a few establishments it was possible to obtain at least a hot drink.

Rest rooms.—Only four of the plants visited had separate and distinct rest rooms. In 18 a cot or a few rocking chairs gave a semblance of a rest room to the combined service facilities that frequently were crowded. Eight of the plants had no rest-room equipment.

Medical service.—The first-aid and medical service in the plants surveyed ordinarily was superior to that found in most industries.

Hazards to health.

The two outstanding dangers to women workers in meat packing arise from the condition of the floors, which frequently are wet and slippery, and the specific occupational hazard of knife injuries. In the cutting jobs in the kill, offal, casings, and pork-trim departments, where the use of a sharp knife is necessary, cuts and punctures are frequent; these jobs ordinarily are paid by the piece and considerable speed is required. Nurses and others questioned stated frequently that cuts and punctures of the pork trimmers were the only injuries common to women. Most of these are comparatively slight, but there is always danger of infection unless proper care is taken.

In addition to these and other accident hazards, there is the strain of constant standing and of work at high tension. The continual immersion of hands in water and the excessive humidity and dampness

in some rooms, frequently combined with ventilation facilities that are nonexistent or very poor, constitute health hazards having cumulative effects.

More care and attention to the designing and guarding of hand knives, better ventilation in most of the chilled rooms, better floor drainage or the use of well-drained platforms in departments using large quantities of water, and more care in keeping aisles free from obstruction undoubtedly would reduce the health and accident hazards in the industry.

THE WORKERS

Nativity and race.

Of 5,873 women whose nativity and race were reported, more than one-half were native white, about one-third were foreign born, and over one-tenth were colored (including a very few Indians). In the larger woman-employing departments, foreign-born women predominated in pork trim and native white in sliced bacon; the two formed nearly equal groups in sausage manufacture. Of the colored women, practically one-half were in offal and hog and sheep casings. Women of Slavic origin formed 60 per cent of the foreign born where country of birth was reported.

Age.

Age was reported for 5,785 women, and of these more than two-fifths were 20 and under 30. The largest proportions were of these ages in every department but offal, pork trim, sausage casings, and canning, where the chief groups were 30 and under 40. The largest proportions of women under 20 were in sliced bacon and lard. In sausage casings, beef casings, canning, and pork trim from about one-fifth to one-third of the women were 40 or over.

Marital status.

The marital status of 5,789 women was reported, and of these more than one-half were married and more than one-tenth were widowed, separated, or divorced. Taken with the data as to economic status of the families visited, this indicates that heavy responsibilities rested on the shoulders of a substantial majority of the women. Only in two departments—sliced bacon and lard—did single women prevail over those who were or had been married.

Industrial experience.

Testimony to the fact that women are not mere transient workers is shown in reports on industrial experience made by 760 women visited in their homes, nearly one-fifth of whom had worked in meat packing 10 years or longer. Only a small proportion had worked less than a year. Nearly one-half of the women interviewed said they had worked in one department all the time they had been in meat packing; of these, about one-sixth had been so employed for 10 years or longer.

EARNINGS AND HOURS IN THE CURRENT WEEK

Earnings of all women regardless of time worked or system of payment.

Of the 5,093 women whose week's earnings were reported, one-half earned more and one-half earned less than \$16.85, the median for this total. In the various jobs, the median ran highest—\$20.40—in pork

trim, while sausage casings and beef casings came next. The lowest were in cooked meat, kill, lard, and sliced bacon, each around \$15. About 10 per cent of the women earned under \$12, and less than 7 per cent—chiefly those in pork trim—earned as much as \$25.

Average hourly earnings were computed for 4,959 women, of whom nearly one-third had an average of 30 and under 35 cents, one-fourth averaged 35 and under 40 cents, and about one-fifth 40 and under 45 cents. The hourly rates reported for 2,873 women ranged from 52½ cents, the highest rate reported in offal and hog and sheep casings, to 24 cents, the lowest rate reported in sausage casings and manufacture.

Earnings under different systems of payment.

Methods of payment varied from firm to firm and frequently from department to department. Some form of bonus or efficiency method of payment was found to be very largely in use. Frequently the Bedaux or a similar type of bonus payment was employed, although one large firm and most of the smaller firms had only the usual time-work and piecework systems. Of 5,101 women reported, nearly three-fourths were employed in firms that paid a bonus in some departments, and of these over three-fourths had received a bonus in the current week. Over three-fifths of those who worked under the bonus system were in the four departments of sliced bacon, sausage manufacture, pork trim, and canning.

There was considerable evidence to the effect that the bonus system had proven as unsatisfactory as piecework in producing the strain due to excessive speed. Furthermore, there was found a frequent lack of general understanding of the system, and this sometimes engendered distrust of its administrators on the part of the worker.

Earnings and hours worked.

Of 4,960 women whose hours were reported, the largest group—23.3 per cent—had worked over 44 and under 48 hours; 16.6 per cent had worked under 40 hours, and about 12 per cent each were in the groups that had worked over 40 and under 44 and over 50 and under 54 hours.

Ordinarily, median earnings showed increase as longer hours were worked, largely because of the prevalence of the piecework and hourly-rate systems instead of straight weekly rates. In practice, the 40-hour guaranty, instituted some years ago in an attempt to minimize the irregularities incident to the industry, applies rather infrequently to women. In the first place, guaranteed payments tend to be most necessary in departments employing chiefly men; in the second, the existence of the guaranty introduces an incentive to more careful planning, more frequent shifting of workers from a slack to a busy department. In the current week for which earnings were taken, which was not at the peak season of the year, over three-fourths of the women reported had worked more than 40 hours.

Earnings and nativity.

The medians of earnings of women in the three nativity groups are next presented. The differences in earnings are due to some extent to differences in occupation.

Native white.....	\$16. 00
Foreign-born white.....	18. 75
Colored.....	16. 55

While the majority of women in each group had worked more than 40 hours, the proportion was largest in the case of the foreign born; the proportion working less than 40 hours was greatest for colored women. In every hour group the proportion of women who earned \$20 or more was greatest for the foreign born.

YEAR'S EARNINGS

For a representative group of the steadiest workers, whose names appeared on the pay rolls in at least 44 weeks of the year studied, a record of year's earnings was secured. The median of the earnings of these 2,003 women was \$899; of these, 1,573 had worked 50 weeks or longer, and these had a median of \$919. Earnings were highest in the pork-trim and sausage departments.

Receipt of 40-hour-guaranty payments.

For some 1,400 women for whom a record of at least 44 weeks was secured in 16 plants in 7 cities, data were reported in regard to the 40-hour guaranty. Of 523 women in departments in which guaranty payments had been made, 67.3 per cent had received such pay and for an average of five weeks in the year. Nearly 70 per cent of the women who had been paid the guaranty were in three departments in which the work is especially fluctuating because of variations in the receipt and killing of livestock—the kill, offal, and pork-trim departments.

Vacations with pay.

Of 1,817 women for whom this information was taken in 24 plants giving vacation with pay, 629 (34.6 per cent) had received such vacations in the year covered by the survey. Over 80 per cent of the vacations were of a week's duration. The remainder were longer than this.

FLUCTUATIONS IN EMPLOYMENT, HOURS, AND EARNINGS

Meat packing is an industry with a marked seasonal activity and the problem of fluctuations in employment is a serious one for both the management and the workers. The handling of hogs constitutes the bulk of the work done by women in the industry, and this work is at its height roughly from January to March in all localities but St. Paul. That city had a busy season beginning as early as October and lasting about six months.

The bureau secured data on fluctuations in employment, hours, and earnings for more than 2,600 women. This included all those who had been on the pay rolls at any time in the year in all plants in Sioux City, St. Paul, and Ottumwa—a total of 1,904—and for those in some plants in East St. Louis and Omaha—739 women.

Variations in employment, hours, and earnings.

The most extreme variation in employment, hours, and earnings was found in Sioux City. Hours and earnings tended to vary in the same direction as employment, but the fluctuations were less extreme than those in employment. Of the data secured at the plants, the

12 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

per cent the figures for the minimum week formed of those for the maximum week was as follows:

City	Employment	Hours worked per woman	Earnings per woman
East St. Louis.....	72.1		
Omaha.....	68.9		
Sioux City.....	54.5	65.3	66.2
St. Paul.....	67.9	78.4	77.9

Of the more important woman-employing departments, sausage manufacture was that in which the women were the most regularly employed, while those more closely dependent upon the killing of the animals—hog casings and pork trim—or upon the consumer's demand—for example, sliced bacon—showed much greater irregularity. In two cities the proportion the minimum formed of the maximum employment was as follows:

Department	Sioux City	St. Paul
Casings, hog and sheep.....	34.1	35.0
Pork trim.....	44.4	50.0
Sausage manufacturing.....	76.1	58.6
Sliced bacon.....		38.6

Number and duration of breaks in employment.

The summary following shows for two cities data on breaks in employment during the year:

City	Number of women reported	Per cent with breaks in employment during the year	Women with breaks in employment with cause reported		
			Number	Per cent having 3 or more breaks during the year	Per cent unemployed for 27 weeks or more during the year
Sioux City.....	734	81.7	554	10.5	29.8
St. Paul.....	984	84.2	629	4.6	36.1

Causes of breaks in employment.

In Sioux City more than half and in St. Paul almost half of the breaks in employment with cause reported were due to the woman's being laid off. The causes in the two cities were as follows:

City	Number of breaks in employment in the year with cause reported	Per cent of breaks in employment due to—	
		Lay-off	Other cause
Sioux City.....	809	52.7	47.3
St. Paul.....	782	47.2	52.8

Lay-offs.

About 40 per cent of the women reported in Sioux City and about 31 per cent of those in St. Paul had been laid off at some time. Of the Sioux City lay-offs 36.4 per cent, and of those in St. Paul 28.5 per cent, were followed by an absence of less than four weeks. In each city about 11 per cent were followed by an absence that lasted 36 weeks or longer.

Breaks in employment of new and of all employees.

About 40 per cent of the women reported, both in Sioux City and in St. Paul, were new employees, hired for the first time during the year of study. Larger proportions of the new than of all employees had had breaks in employment, the difference between new and all being greater in Sioux City than in St. Paul. Larger proportions of the new employees than of all had had only one such break, probably due to not being taken back after a lay-off. The proportions having broken employment were as follows:

City	New employees		All employees	
	Number of women	Per cent having breaks	Number of women	Per cent having breaks
Sioux City.....	295	89.5	734	81.7
St. Paul.....	403	89.6	984	84.2

In Sioux City, St. Paul, and Ottumwa combined, over half the new employees had worked less than four weeks before their first break in employment; less than 5 per cent had worked as long as 24 weeks.

Women who were paid a bonus.

Of 282 women in Sioux City who were employed in departments operating under the bonus system, more than three-fourths received bonus payments at some time during the year. In almost half the cases (43.6 per cent) such payments were received in less than 12 of the weeks worked. For St. Paul the corresponding figures are 798 women in departments having the bonus system, more than four-fifths receiving bonus payments, and such payments being received in less than 12 weeks in 41.4 per cent of the cases.

Women who received the 40-hour guaranty.

Of 734 women in Sioux City and of 984 in St. Paul in firms having the 40-hour guaranty, only 24.4 per cent in Sioux City and 18.9 per cent in St. Paul actually received such guaranty at any time, the practice being to transfer women to other departments for the remaining hours of a shift rather than pay for time not worked. In each city more than one-third of the women receiving the guaranty had guaranty payments in only one week.

Women who had vacation with pay.

Of 734 women in Sioux City and of 798 in St. Paul in firms allowing vacation with pay after a certain period of service, less than 8 per cent in Sioux City and less than 10 per cent in St. Paul had had such vacation within the year.

COMPOSITION AND ECONOMIC STATUS OF THE FAMILIES OF WOMEN

In eight cities, 897 women were visited in their homes, and these interviews gave information on the type of home and size of family; the number of wage earners, lodgers, and dependents; the extent to which members of families were employed in the same industry; the total family income; and the contribution made by the woman worker to the support of the family.

Wage earners in the family other than the woman visited.

The chief source of employment for the families visited was the meat-packing industry. Of the families reporting, 387 had two or more wage earners in meat packing, and in over three-fourths of these all wage earners in the family were so employed. Nearly 30 per cent of the men and 20 per cent of the women were reported as not being steadily employed.

Sources of family income.

Of the 848 families for whom this information was reported, practically three-fourths had no income other than the wages received by their members. About one-sixth of all the families visited made definite statements to the effect that they were buying on installments or paying irregularly for the barest needs of life—food, clothing, coal, or rent—or for the emergencies created by illness.

Responsibilities of the women.

Of the women visited in their homes, 152 were self-supporting only, and considerably over one-half of these were 25 years of age or more; 101 reported that they were the sole support of themselves and their families, nearly one-fifth of which consisted of four or more persons. Of the 634 women who did not report that they were the sole support of themselves or others but told the interviewer why they were at work, less than 3 per cent gave choice rather than necessity as their reason for working. Roughly one-third of these reported working because of insufficiency of husband's earnings or the need to keep up general family expenses; and almost another one-third had lost their husbands through death, desertion, or divorce, or were helping relatives other than husband and children. For another large group, the husbands had unsteady employment. Many women reported being at work for some very definite purpose, such as to educate children, to pay for a home or for a series of doctor and hospital bills, to buy furniture, to make a visit to the old country, or to get a start in life and save something while young. Complete reports of the family income were made by 173 women partially but not entirely supporting their families. The earnings of women interviewed constituted 40 per cent of the income of these families.

The employed woman is likely to have the double responsibility of her work for wages and her labor in the family. Cooking, cleaning, laundry, and the care of children must be provided for in some way, and these women could not afford to spend much to have this work done. Over one-fifth of the more than 400 mothers reporting had children under 6 years of age, and in about 70 per cent of the cases all the children were so young that they were in school.

The homes of the workers.

About 90 per cent of the women reported lived at home; this included wives, mothers, daughters, granddaughters, and sisters living with single brothers or sisters. In about one-half of the cases the households consisted of from two to four members. About three-fifths of the households had houses or apartments of four or five rooms. Thirteen per cent of the families had lodgers. Of the 337 households having 5 or more persons, 137 lived in 4 rooms or less, obviously a crowded condition for groups of such size.

Of 757 families reporting on this, 358 owned their homes; in over 60 per cent of the cases these were encumbered. One-third of all houses reported had the modern equipment of bath, toilet, and sink; less than one-tenth were without any of these conveniences, but an additional one-fourth had no inside toilet.

The amount of rent was reported for 373 families. About 45 per cent of the rented homes consisted of four rooms, for which the families paid \$15 and under \$20 a month. Rent showed a tendency to be higher in Chicago than elsewhere.

The Board of the Bank of St. Louis
has the honor to acknowledge the receipt of your letter of the 10th inst. in relation to the proposed merger of the Bank of St. Louis and the Bank of the City of St. Louis. The Board has considered the same and has concluded that it is not in the best interests of the Bank of St. Louis to merge with the Bank of the City of St. Louis. The Board has also considered the proposed merger of the Bank of St. Louis and the Bank of the City of St. Louis and has concluded that it is not in the best interests of the Bank of St. Louis to merge with the Bank of the City of St. Louis. The Board has also considered the proposed merger of the Bank of St. Louis and the Bank of the City of St. Louis and has concluded that it is not in the best interests of the Bank of St. Louis to merge with the Bank of the City of St. Louis.

PART III.—OCCUPATIONS OF WOMEN IN MEAT PACKING ¹

In the early era of the meat-packing industry, slaughtering the livestock and dressing and curing the carcasses for the immediate market—that is, the processes of the abattoir—were the principal functions of the industry. With growth and development, the intensive utilization of by-products and the manufacture of a wider variety of edible and other special products have become vastly important, and in their train have come new demands for the labor of both men and women. The economies of large-scale enterprise led to mergers within the industry, which has evolved into one of large units in which, quite generally, it is practicable and economical for the management to divide tasks and specialize labor to a fine degree.

The subdivision of tasks, new products, and new methods of marketing have opened up a number of occupations that can be performed by women. In the early history of the industry few women were employed, but now they are found throughout almost the entire plant and especially in departments in which the character of the work is largely that of manufacturing. Women did not replace men to any appreciable extent, but came either to take a new job or to fill part of an old one that had been subdivided and recast into several. New methods for marketing meat products—canned goods, sliced bacon in small packages, paper packages of lard, packaging of sausage and similar products—have increased materially the occupations open to women.

Some of the operations require considerable manual skill, but most of the occupations for both men and women are unskilled and those for women are, except for certain disagreeable conditions of work that accompany the slaughtering industry, quite similar to food preparation or simple packing operations in other industries.

Table 1 shows by city the occupational distribution of the women reported in this survey. Of the total, about 60 per cent were employed in three departments, as follows: 29.4 per cent in sausage, 16.7 per cent in sliced bacon, and 14.6 per cent in pork trim. The cities differed widely in this comparison. For example, in the five with the largest totals, the proportions of women in the combined sausage departments ranged from 12.4 per cent in Sioux City to 45.9 per cent in Omaha, those in sliced bacon from 4.8 per cent in Sioux City to 20.4 per cent in Chicago, and those in pork trim from 7.7 per cent in Omaha to 24 per cent in Sioux City. Other departments employing, in all cities combined, more than 5 per cent of the women were as follows: Canning, 7.8 per cent; beef, hog, and sheep casings, 7.6 per cent; offal, 7.3 per cent; smoked meat (ham and bacon wrapping), 5.8 per cent; and the lard refinery (including small numbers on butter, butterine, and cheese), 5.1 per cent. The kill department employed 3.5 per cent and all other departments together less than 3 per cent of the women reported. The discussion that follows will deal with the occupations of women in the various departments in the order in which the product is handled rather than in that of numbers of women employed.

¹ This chapter was prepared by Miss Ethel Erickson, of the field-investigation department.

TABLE 1.—Distribution by department of women employed in slaughtering and meat-packing establishments, by city

Department	All women having department reported		Number of women in—										
	Number	Per cent	Chicago	Denver	East St. Louis	Fort Worth	Kansas City	Los Angeles and San Francisco	Omaha	Ottumwa and Austin	St. Joseph	St. Paul	Sioux City
All departments.....	1 6,564	100.0	1,703	87	469	232	972	247	652	297	187	984	734
Kill.....	232	3.5	7		9	1	37	1	38			29	110
Offal.....	480	7.3	81		33	5	78		26		14	167	76
Casings.....	497	7.6	105		18	5	59	1	81	16	35	81	96
Beef.....	115	1.8	34		1	2	16		7				24
Hog and sheep.....	382	5.8	71		17	3	43	1	74	16	10	21	72
Fancy-meat cooler.....	58	.9	4		4		2		11		7	17	13
Pork trim.....	958	14.6	161	20	94	21	207	2	50		56	171	176
Sausage casings.....	307	4.7	102		23	9	22	9	66	10	2	64	
Fresh sausage.....	53	.8	39		2				7	2			
Dry sausage.....	105	1.6	40						62		2	1	
Kind not reported.....	149	2.3	23		21	9	22	2	2	10		3	60
Sausage manufacturing.....	1,269	19.3	311	32	122	44	169	92	161	71	31	177	59
Fresh sausage.....	812	12.4	138	32	86	32	117	67	123	40	31	87	59
Dry sausage.....	295	4.5	173			3	34		34	11		40	
Kind not reported.....	162	2.5			36	9	18	25	4	20		50	
Sausage pack.....	357	5.4	77	2	32	18	28	26	72	26	7	37	32
Fresh sausage.....	217	3.3	40		28	4	8	25	38	12	6	24	32
Dry sausage.....	72	1.1	26				5		32	4		5	
Kind not reported.....	68	1.0	11	2	4	14	15	1	2	10	1	8	
Smoked meat (other than sliced bacon).....	380	5.8	65	9	18	12	48	19	53	41	13	42	60
Sliced bacon ²	1,094	16.7	348	18	95	103	182	72	62	65	14	100	35
Cooked meat (ham and meat loaf).....	41	.6	10		1		20	1					4
Canning.....	511	7.8	352				65		1				3
Lard, butter, butterine, and cheese.....	335	5.1	74	6	20		46	20	20	9		96	33
Glue.....	39	.6	6				5	4			1		8
Miscellaneous.....	6	.1					4				2		

¹ For 3 women in Kansas City and 1 in St. Joseph, department was not reported.² Includes a few women on chipped beef, not discussed separately in this report.

Kill departments.

Policies with reference to the employment of women in the kill departments are not uniform among the meat-packing companies and sometimes differ in the plants of the same firm, due to practices of local superintendents. Opinion as to the suitability of the work for women varies. One of the largest of the meat-packing companies has a general prohibition of the employment of women in the kill and offal rooms, and relatively few women were found in these departments in the plants investigated. Of all the women for whom information on the nature of jobs is compiled, less than 4 per cent were in the kill departments; about three-fourths of these were employed by one company, and all but four were in the plants of two firms. Most of the women worked in hog-killing departments only, few being noted in cattle and sheep slaughtering rooms. All the jobs of the women were light work in comparison to those of the men. The strain of continuous standing, sometimes on rather high, unguarded platforms; the hazard of knife cuts in some occupations; a steamy atmosphere and repugnant odors were the unpleasant features connected with work in these departments.

Women were not employed on the actual slaughtering operations, but they were working as a part of the gang that dresses the carcasses as they are carried on a conveyor en route to the coolers. In a sequence of operations, the first job on which a woman was observed was the supplying of hooks to men who were removing hogs from the scalding vats and hanging them on overhead conveyor lines that carry the carcasses through the dressing processes. A few women noted were tying the bung gut—the largest intestine—before the plucks were removed from the carcass; some were inserting and taking out pins that spread the sides open for cleaning and inspection; others were scraping the insides with a blunt tool after the leaf fat had been removed; and a few were washing the insides of carcasses, using a light spray brush. One of the most common occupations of women on the hog-kill line was the loosening and exposing of kidneys for inspection. Cutting out bruises and taking out the gullets were among the knife jobs of women, and these require skill and adroitness in doing a simple task quickly and with exactness as each carcass passes by the worker.

The largest number of women employed in the killing room were on the last operation on the carcasses before they are carried into the cooler—the stamping of every animal to indicate that it has been approved by the United States Bureau of Animal Industry. Each carcass is stamped a number of times—sometimes as many as 15 to 20—and in small plants or when the run of hogs is low one woman would be doing all the stamping, while in others the work would be done by two or more. In one plant five girls were stamping hogs on the same line. If the hog-line conveyors were moving at a rapid rate, it often was necessary for the stamper to run along the line to keep up with her work, and she was on the jump constantly as long as the line moved. In one plant a good arrangement of stamping was effected by having a small, somewhat separated compartment off the killing floor through which the line passed and in which two girls did the stamping, one sitting on a rather low stool to stamp the head and shoulders while the other was standing to stamp the back and hind legs, the girls changing off on sitting and standing jobs. In a plant where five girls were stamping on one line, three worked on the backs and two on the insides.

Most of the plants had no women in the beef or cattle killing departments, but a few had small numbers employed, some of whom had been working on these jobs since the war period, when women were used temporarily for expediency in a number of occupations that since have been filled by men. In one plant a woman was giving beeves their final washing with a spray, another was wiping shanks, while the next in line put on shank rags. In a few plants women were putting on long shrouds to cover the carcass while in the cooler; this requires considerable reaching and a long pole is used to get the shroud completely on. The shrouds are dipped in tepid water, and in one instance men wrung them and did most of the long reaching. Another occupation of women in beef kill was that of stuffing rags to stop flow of blood into the opening where kidneys had been severed from the carcass; where the kidneys were allowed to remain in, women were wrapping or covering them with small pieces of cheese cloth. Putting on or attaching tags to identify lots was another job on which women were employed in the beef-kill department.

Offal department.

Like the kill, the offal department is not an agreeable work place, and in both the proportion of negro and foreign-born women was high in relation to that of native-born whites. Slightly more than 7 per cent of the women reported were employed in the offal rooms—a little more than twice as many as in kill.

The offal department is likely to be in the same room as the slaughtering processes or in one directly below, since offal is a by-product of the killing floors. The term covers a considerable variety of products and includes the fat around the viscera and organs, casings, paunches, livers, lungs, hearts, brains, cheeks, lips, tongues, and the various glands saved for commercial and pharmaceutical purposes. Because of the use of some of these for food, the department sometimes is called fancy-meat products.

Offal requires immediate careful attention in cleaning and preparing after slaughtering, as most of the product deteriorates rapidly. The women's occupations seemed to fall into two groups—trimming and separating parts by the use of a knife, and washing fat and other offal. Among the knife jobs were the saving of weasand and gullet meat, trimming livers, splitting hearts, skinning kidneys, trimming oxtails, cutting gall bladders off livers, and cutting out lesions—in the case of livers this was designated by the women as "spotting livers." Work on the head bench of hog offal was primarily trimming, and included such jobs as trimming tongues, cheeks, ears, snouts, and jawbones, and feeding the last named to a splitting wheel, operating the machine that crushes skulls, and taking out brains. Operating the skull-crushing machine usually is considered a man's job and women were so employed only in a few cases; it presents a specific accident hazard, and in one of the home visits a negro woman employed in an offal room told of two women suffering serious accidents on this machine. Women were seen splitting stomachs and emptying the contents, washing them, and pulling off the membrane or lining from which pepsin is obtained. Women also scrubbed, scraped, and cut out glands between the toes of pigs' feet.

Fat is a valuable product of the offal room and great effort is made to salvage every bit possible. Washing, inspecting, and picking

over fat probably employed more women than any other single occupation in the offal room. The fat usually is washed or inspected over large vats under a continuous spray of warm water; women scoop it from one vat to another or into a trough, picking out clots of blood or any bits of foreign matter. There were no especially undesirable features connected with this except that it was very wet work and required almost continuous immersing of hands in water. Other washing jobs of women were scrubbing oxtails and washing brains and sweetbreads.

Men usually have the more heavy occupations of separating sets and plucks and pulling the guts, but in a few instances women were employed on this work. The guts—uncleaned casings—are bound loosely together with tissue, and as they are pulled into straight lengths, membranes must be cut and care taken not to break the gut, which requires skillful handling of a knife. The pulling of guts involves a long continuous arm motion that appears quite strenuous. Where women were employed on gut pulling, foremen volunteered comments to the effect that women were fully as efficient as the men employed, but the pay rolls showed that women were paid a lower rate, explained by plant officials on the basis that the men sometimes were shifted to heavier jobs and the women to easier work.

In certain seasons and in some plants, the middle hog gut is given special treatment and is sold as an edible product—chitterlings. Women—usually negro—are employed on cleaning the gut and preparing the chitterlings. This section of the gut is drawn on or over long pole-like pipes or flushing rods that give the first washing. In several offal rooms the flushing rods were placed near the floor, and the women who worked at this operation necessarily did a great deal of stooping. After chitterlings have received their first flushing, they are turned and some of the fat is pulled off; then they are immersed in ice water and allowed to harden or toughen for a short time. The final operation in the offal room is to remove them from the ice water and sort and inspect them before they are sent to the offal cooler or storage room. Work on chitterlings is wet and vile smelling and requires constant standing.

Casings department.

About the same proportion of women were employed in the casings as in the offal department, 7.6 and 7.3 per cent, respectively. Casings are the intestines of hogs, sheep, and cattle, and their principal use is as sausage containers, although gut strings and other quite specialized products sometimes are made from them. Like offal, casings must be given their first cleaning promptly after removal from the carcass, to prevent discoloration and deterioration. Consequently, the first stripping is done in the killing or offal rooms, and women were reported on this work only in one or two instances, chiefly in connection with hog and sheep casings.

Casings usually are divided into three classes—bungs, middles, and rounds. The bung is the largest in diameter, the middle somewhat smaller, and the rounds are the small casings. Bladders and weasands (windpipes) usually are classed as casings. At least from the standpoint of product worked on, the occupations of women in the casings rooms are not so varied as those in the kill and offal departments. They consist principally of scraping, inspecting,

by running water or compressed air through the casings, grading for width, and measuring for length. Smaller numbers of women were employed on trimming beef bungs, on clipping warts, in work on bung-gut skins—a fine membrane covering the bung—and on cleaning, blowing, and grading bladders and weasands.

Scraping, to remove any remaining slime or fat not eliminated by the first stripping and sliming, is done with a small, blunt tool on long, wooden tables. Small casings—those of hogs and sheep—are inspected for holes and irregularities by flushing with running water, and at the same time they are graded for width in small wooden gages and hung on pegs at the end of the washing tanks. The disagreeable feature of the work is that it is wet, as is almost all the work in the casings department.

On beef casings most of the women were employed on trimming warts and fatty thicknesses from the bungs with scissors. For this it is necessary to have some lighting arrangement, over or before which the casings can be held to discover the irregularities in texture. The inspection is done by inflating with compressed air.

Another job in this department on which a number of women are employed is the salting of casings. Wet casings coming from the inspecting and grading tables are packed in salt, where they are allowed to remain for a day or two to be toughened. This seemed one of the most disagreeable jobs, because of the tendency of the coarse salt to cling to the workers' hands, wet from handling the casings. Salt sores sometimes result from this work, but foremen or plant nurses questioned with regard to such infections replied that they had known of very few cases. After a day or two in the salt bins the casings are removed and shaken free of the surplus salt, preparatory to packing.

Casings may be measured before or after their curing in dry salt, and this is done either by hand at tables with yard markers or on automatic measuring drums equipped with a yardage recording device. Casings are then assembled into hanks of 300 feet (100 yards). Women usually shift about at the jobs of grading and measuring.

Miscellaneous trimming jobs at which women were found were cutting off fat ends of casings, trimming and cutting fat from the necks of bladders, and trimming and skinning weasands. A few women worked on bung-gut skins. Separating this thin tissue from the gut was skilled knife work, as great care must be taken to preserve both casing and skin from being broken. These skins are salted in much the same way as are casings. Women were removing them from the salt bins, shaking off the salt, and hanging them on the bars, where they are allowed to hang a day or two until thoroughly dry. After shaking off all the salt from the dried product, the women examine them for holes and trim them into uniform sizes. Work on bung-gut skins is one of the driest and cleanest of the jobs in the casings department.

Bladders and weasands usually are fatted in the offal room and blown up with compressed air. In some plants they are routed from the offal room to a small separate section or suite of rooms where one woman does all the work on them. A description of this job taken from a schedule is as follows:

After bladders and weasands have been cleaned, they are inflated with air, tied, and allowed to dry; then they are trucked to a small storeroom cooled by brine pipes. When a sufficient quantity is on hand for packing, the worker turns on the steam to soften the brittle casings before she deflates them, afterward grading and packing. She works in the cooler and steam room only for short periods. Her duties are principally grading, counting, and tying in small bundles.

In two instances, women employed on bladders or weasands commented to the investigators that they considered their jobs the best of all those in which women were working.

Large casings with holes and thin places are made available for use by trimming away the defective parts and sewing good pieces together to make a strong product. In several plants women were employed on this work. An ordinary power sewing machine was used for joining the pieces together; next, the casings were inflated with compressed air for inspection, and later they were stretched on long flat boards to dry.

Fancy-meat cooler department.

Less than 1 per cent of the women worked in departments designated as offal cooler, freezer pack, or fancy-meat cooler. In this department brains, sweetbreads, hearts, livers, kidneys, oxtails, and other meat specialties are packed for the market in tin pails—5 or 10 pound capacity—and in wooden boxes. In addition to the simple hand-packing occupations, a few women were reported as preparing and pounding cutlets and minute steaks and packing them in small pails. Pounding of steaks is a heavy job, but it is not long continued; the steaks are only a minor product, and after about half an hour the worker is shifted to another job. Work in the fancy-meat cooler is a clean, simple, packing operation, the only bad feature being the fact that the packing usually is done in the storage room, which is cold and poorly ventilated.

Pork-trim department.

One of the largest occupational groups of women was that in the pork-trim department, in which 14.6 per cent of all those covered by the survey were engaged. Those employed in pork trim were exceeded in numbers only by those in the sliced-bacon and sausage departments. Everywhere pork trimming was considered to be one of the most skilled jobs for women, and in a community in which several packing houses are competing for labor, the employment office is more reluctant in a slack season to lay off trimmers than any other group of women, because it is difficult to replace them when the business trend is upward again. In some plants estimates of a year or more were given as the time required to become a skilled pork trimmer.

Primarily, the job of the pork trimmer is separating or cutting out lean from fat, trimming edges and rinds, and retrimming trimmings from the pork-cut department, the last named being used in the manufacturing departments for a variety of meat products. The earnings of pork trimmers are almost always on a piece or incentive basis, and rates are based on the weight of lean trimmings. Trimmers must cut out bones, blood clots, and bruises as well as separate lean from fat. For the most part women work on small, scrappy pieces of meat (see frontispiece), but to a limited extent they are employed on larger pieces, trimming "gem squares"—squares for salt

pork, butts, blades, and small chunks of pork—into shape for marketing. Occasionally they were found trimming hams or handling pieces that weighed up to 15 or 20 pounds.

The pork comes from the cooler and usually is chilled so that the meat is quite hard, which makes it difficult for the knife to penetrate, especially in the case of larger cuts. Since the speed and ease with which they are able to work depends largely on the keenness of their knives, the women provide their own knives and sharpening steels. To make the blades cut the cold or frozen meat more easily, many of the women heated their knives in pails of hot water at the work table. Hot water was obtained by carrying the pails to a live-steam outlet and heating the water by application of the steam. Besides the regular pork-trimming jobs, women were engaged in cleaning pigs' feet, packing pigs' tails and ribs, and sometimes in packing offal.

A few women who were employed in the pork-cut department and whose occupations were similar to those in pork trim have been grouped with the pork trimmers in the tabulations. These had such work as trimming pork butts and blades or acting as tenders on the pork-line conveyors, directing the meat to the proper chutes as it passed along. No women were found in the beef-cutting room proper, but in one or two places women were trimming steaks, cutlets, and small cuts for the local wholesale trade.

Each trimmer has a large individual can in which she deposits the trimmed meat that is to be weighed for her credit. The most common arrangement is to have an opening in the table under which the can fits, so that the trimmed meat can easily be dropped or pushed into it. Practices vary in getting these cans to the scales for weighing. In a number of plants men carried the cans to the scales. In some cases they also carried the pails of hot water for women to use in heating their knives. In one plant women moved their cans to the scales on small trucks with long handles that they called "buggies." When filled with meat, the cans weigh from 50 to 80 pounds, and it is heavy work to handle them if no help or special conveyance is provided for getting them to the scales. From the home visits a number of unsolicited comments on the pork trimmer's job were concerned with this problem of getting the filled can to the scales. Typical examples are:

Have to lift cans with pork weighing 60 to 80 pounds.

Now, these buckets under the table, the women fill them with 50 to 54 pounds of meat and the bucket weighs 10 to 15 pounds. Some women fill 20 to 25 buckets a day. Women must pull and lift these buckets onto a bridge conveyor close behind them. Man used to help, but not now.

Sausage department.

The numerical stronghold of women in meat packing is in the sausage department. The largest proportion of the women covered by this study—almost 30 per cent—were employed there, and every plant visited had some women on sausage work. The work may be divided roughly into three classes: That concerned with sausage casings, the making or manufacture of the sausage, and the packing. The women reported as in sausage in this survey were grouped within the department as 15.9 per cent on casings, 65.6 per cent on making, and 18.5 per cent on packing. Women outnumber men on most occupations in the sausage department and are employed as stuffers,

linkers, tiers, ropers of dry sausage, hangers, and helpers in preparing the raw materials in the kitchens, where they wash pans, mix spices, or fit in wherever needed.

Trimnings from the pork-trim room, beef and cured meats, and offal such as hearts, lungs, giblets, and head meat are chopped and mixed with spices and other ingredients to form the seemingly endless variety of sausage and other products having ground meat as a base. Sausage making may be divided into two main divisions, and in a large plant these are separate: Domestic or fresh sausage and summer or dry sausage. Frankfurters, pork sausage, liver sausage, and bologna are typical of the fresh varieties, and salami, cervelat, cappellica, and mortadella of the summer or dry. In all but the largest plants the various kinds of sausage are made in one department. Most of the fresh sausage varieties are cooked, but the dry varieties are not. The latter are heavily spiced and hung in drying rooms for from three weeks to six months before marketing. Great care is given to the handling of the materials and the manufacturing of dry sausage, as the complete processing consumes considerable time and the possibility of damage by the wrong kind of bacterial action over the long drying period is always a factor. Also, the casings must be protected against excessive strain while drying.

Casings.—Casings used in the sausage department have been prepared by the regular procedure in the casings department, but before they are filled with the sausage mixture they are flushed with water, inspected for defects, turned, fattened again if necessary, measured and cut into required lengths, and tied with cord at one end ready for stuffing.

Sausage casings almost always are handled in a room adjoining or close to the making room, and the temperature and the condition of walls and windows ordinarily are the same. In small plants, casings are prepared in the same room in which the stuffing is done. The floors tend to be as wet as in the regular casings rooms, but otherwise better conditions obtain. Usually stools and platforms are provided. For cutting the casings into proper lengths, many women stick a common unguarded butcher knife into the wooden table with the blade toward the worker, and against this cut a bunch of casings with a single forward movement. The position and sharpness of the knife give this the appearance of danger, but no comments about accidents in connection with it were reported. One plant had a horizontal knife with a protecting top guard that seemed safe and efficient.

Manufacture.—In the sausage-making room proper, a stuffer with a group of linkers, tiers, ropers, and a hanger work together as a crew at one table. Where an incentive system of payment has been introduced, the bonus depends on the joint effort of the group and is divided among them.

Although not heavy nor difficult work, except for filling the hopper, the stuffing of sausage is normally a man's job. Perhaps this is partly because it involves the operation of a stuffing machine driven by compressed air, and partly because filling the hopper of the stuffer with meat, which is done by shoveling, is heavy work; if women are employed as stuffers, it is necessary to have roustabout boys to do this work, which the man stuffer does himself. One of the large Chicago plants employed women as stuffers and a few others had small numbers of women on stuffing, but on the whole there were relatively

few women on this job. The stuffer attaches the open end of the casing to be filled to a tube, controls pressure forcing the meat into the casing, and when the casing is filled, releases the power and drops the sausage onto the table, where the tiers, linkers, or ropers make it into a finished product.

Linking is the occupation in which the largest number of women in the sausage-manufacturing department are engaged. Small-sized dry sausage—that contained in small casings—is linked, but most other varieties are tied and then roped. The linkers, by a deft twisting motion, separate the lengths of stuffed casings into sausage links. Frankfurters and pork sausage in small casings are the most common of the linked varieties of fresh sausage. Linking, like pork trimming, is a skilled occupation, and it requires a term of apprenticeship to acquire dexterity. Foremen in the sausage departments estimated that from two or three weeks to six months of experience is necessary to become a good and a fast linker. At the time of the survey there were rumors of the introduction of an automatic sausage-linking machine; one firm reported that one of its branches was making a try-out of such a device, but none were seen in the course of the study. At one place a table chute extended from the stuffer to the hanger, inclining toward the latter. The stuffer sent sausages to the far end of the table through the chute, and the women linkers near the stuffer sent their finished sausages to the hanger by this slide.

Larger sausages of the bologna type are tied to retain the contents in the casing and some are roped for protection. The hard-twisted cord is tied or knotted very tightly close to the end of the sausage. Pulling this cord taut sometimes cuts the hands of the tier, and women interviewed in their homes frequently exhibited calloused hands as markings of their job. After tying, some of the large sausages are pounded lightly with wire-like paddles to perforate the casings, which expedites the drying or smoking of the sausage. Roping forms a protective network of cord over the casing relieving it of the full weight and strain of the contents while hanging in the drying room. Roping does not employ so many women as linking, but like linking it is skilled, a period of from a few weeks to months being required to attain sufficient experience to be considered a good roper. As in tying, the cord used in roping is hard-twisted, and women on this work sometimes had their fingers bound with rags to prevent cuts and callouses.

After the making of the sausage—both fresh and dry—it is hung on racks for conveying it to the smokehouse, dryhouse, or cooler. The hanger works at the end of each sausage-making unit, taking the sausages as they are finished, wiping them with a cloth if necessary, then hanging them by string loops at one end on rods that are lifted onto the racks. When large sausages in bungs or bladders are being made, their weight may be as much as 10 or 15 pounds each, and with three or four of these dangling on a rod the lifting part of the hanger's job becomes strenuous. In some cases where heavy sausages were being made, two women were employed in hanging. Though many of the linkers and ropers have stools that they can use while working, the hanger necessarily stands at her job. New and inexperienced women often start their training as sausage makers on hanging, being relieved occasionally by one of the other workers so as to try the

linking, tying, or roping. In some plants the other members of the group take turns on the hanging job.

Besides the work on sausage making, women are employed on miscellaneous food-preparation jobs. Meat loaves of many varieties, blocks of chili con carne, and special cooking and treatment of cuts of meat such as pork butts are products of the sausage department, and women are engaged in their preparation. In the sausage kitchens women do such work as skinning tongues, lining meat-loaf pans with pieces of fat and filling them with ground-meat mixtures, preparing onions, green peppers, and pimentos, taking blocks of chili out of molds, washing pans, and other jobs of simple kitchen nature.

Mixing of spices for the various recipes is one of the pleasant occupations for women in the sausage department. Generally the spice room is a small pantry-like arrangement off the making room, clean and dry. One or more women measure, weigh, grind, and blend spices for the various kinds of sausage. Care and attention to detail must be given in following the formulas exactly, as the wrong mixture of spices might easily ruin an entire lot of sausages.

Packing.—Approximately one-fifth of the women reported in the sausage department were in sausage pack. The marketing of pork and other sausage in small wrapped packages has increased the demand for women's work in this department, as has the introduction and wrapping of blocks of chili, liver cheese, jellied pigs' feet, meat loaf, and such products. Girls in the sausage pack are predominantly American-born and tend to be younger than those in sausage making. The work, although in cold rooms, is dry and clean and of such a nature that young girls prefer it to most other meat-packing jobs.

The occupations are all of a simple packing nature, consisting chiefly of taking sausages off racks, tagging some varieties, and packing them in paper or wooden boxes. Packing pork sausages in small cartons or in cellophane wrapping and packing frankfurters are among the most common jobs, and setting up paper boxes or cartons is another simple and easy job that employs a considerable proportion of the girls in this department. Women often work in teams in sausage packing, the various groups taking the sausage off the rack, weighing out lots, packing, and covering and tying the boxes. Dry sausage often has to be wiped off to remove a grayish covering, and some of it is roped to improve its appearance for marketing. The roping in sausage packing is not so difficult nor skilled a job as that in sausage making and is most often a machine process. The women workers shift around on the various jobs, a number of which may be done either sitting or standing.

Smoked meats or ham house.

For this survey the smoked-meat department has been considered as the division handling hams and slabs of bacon, sliced bacon being treated as a separate division. The work in smoked meats, on which nearly 6 per cent of the women reported were employed, is a packing operation and conditions are much like sausage packing except that heavier lifting is involved. Women wrap, tie, label, and weigh hams and slabs of bacon so that they can be shipped to the markets. The size of the establishment tends to determine the extent to which the work is subdivided; in some cases the girls lift hams or bacon slabs from the racks and wrap, stamp, and tie each piece, while in others every

operation is a separate step. In a medium-sized or large packing house, the usual jobs of women are of three kinds, as follows:

1. *Taking hams and pieces of bacon off the racks.*—Where women are employed for this job they rarely keep at it all day, but shift to other work. Men also are employed on this, and often they lift the pieces from the higher rungs of the racks, since climbing ladders and carrying down hams of over 15 pounds in weight is a heavy job for all but the strongest girls and women.

2. *Laying paper for the wrapping of meats.*—This involves a rather long and continuous arm motion, but otherwise it is a simple, unskilled job.

3. *Wrapping hams.*—After being lifted down from the racks, hams generally are placed on the wrapping papers and carried by means of a conveyor through the middle of the table to the women who do the wrapping. Many of the wrapping tables found in the plants in this study had this conveyor arrangement, which eliminates much of the lifting and makes possible the effective division of labor. Where there was no such conveyor, the girls had to push the hams along from one to another. The wrapping is done with speed and deftness, and seems to require little turning or lifting of the piece. The hams are tied with tape or soft cord, and in most cases this does not cut the hands of the workers as does the hard cords in some departments. The pasting on of labels, in no way a difficult job, may be done either before or after the tying and weighing. Chutes at the end of the tables carry the completed packages to the shipping department, ready to be billed out. For some markets—southern or foreign—hams are sewed into a tight cloth covering, and at the time of the survey a few of the places visited had women so employed. In sewing, the women hold the ham between their knees—a tiring position—but as the demand for such wrapping is small they are not kept long at this work. In one plant there were specially designed seats for this work, and leather straps were attached to the table for holding the hams while being sewed. Another occupation, observed in only one or two instances, was the labeling of hams that had been covered with a tar-like coating after wrapping; this involved continuous standing and reaching, as the labels were put on while hams were on the racks.

Stools were provided for most women in the ham house, but occasionally the only seating facilities were boxes. Where girls wrapped along conveyors, they usually sat at work; but if no conveyor was provided, standing was the more convenient position.

Sliced-bacon department.

About one-sixth of the women for whom occupations were reported were in sliced bacon, and this department ranked next to sausage in numbers of women employed. Work on sliced bacon formerly was done in the general smoked-meats division, and in a few plants it still was being prepared in this department, where the girls shifted from wrapping hams and bacon to work on sliced bacon, with sometimes a small number on chipped beef.

The jobs of the women in sliced-bacon departments in plants where the more up-to-date methods were used were slicing, weighing, filling trays, packing, tallying or checking, and wrapping in glassine.

The operating of the slicing machines was done largely by men, but in at least one-fourth to one-third of the plants they were operated by women for a part of the time. The machines appeared to be well

guarded, and there seemed to be no particular strain of operation that might be considered a handicap in the employment of women. A few plants had combined weighing and slicing machines that deposited prescribed quantities of sliced bacon on sheets of wrapping tissue. Where the automatic process was less complete, the bacon came from the slicing machine on large pans, was weighed into proper quantities by women scalers, and was placed on individual trays for distribution to the packers either by a belt conveyor through the middle of the packing tables or by tray girls who carried them. Sliced bacon was packed both in cartons and in cellophane wrapping. If cartons were being used, these generally were set up in an adjoining room.

Packers sat on both sides of long tables and worked very rapidly, overlapping the slices of bacon in a step-like form or spread. Those at work nearest the scalers were likely to take the best pans of bacon from the conveyors, so to give all the girls an equal chance, the workers were rotated or progressed from the top to the bottom of the table.

After the packing was completed, tally girls checked the packages and the cartons were wrapped in glassine paper and placed in shipping cases ready for the market. At other tables, bacon of a less perfect grade was packed in larger boxes for hotel and restaurant use, and this was not handled with the same care as was given to the first-quality pack.

Chipped beef sometimes was packed in small cellophane packages, in glasses, or in cartons holding three or five pounds. Except in the largest plants the packing of chipped beef was in the sliced-bacon department, and working conditions were similar for the two occupations. In large plants the girls who packed chipped beef usually sat along the sides of tables with a central conveyor, while in small plants a few girls at a separate table did all this packing and wrapping. When chipped beef was packed in glasses, these usually were capped and labeled by machines tended by women.

Lard and similar departments.

The packaging of lard is the only job in the lard department on which women are employed to any appreciable extent. Fat of all kinds is saved and cleaned or washed by women in the offal departments, but the actual processing of lard as a manufactured product is done by men. Because of the similarity of jobs, women employed in lard, butter, butterine, and cheese have been grouped together, and they make up about 5 per cent of the total number of women included in the survey.

The filling of 1-pound containers with lard is done almost entirely by automatic machinery tended by women. After the blanks for the cartons have been fed into the machine, the cartons are set up with an inner lining, the lard is poured and cooled, and the packages are closed, without direct human labor at any point in the process until the filled cartons are taken off. Girls are employed at different points on the line to see that all is going smoothly, to take off any defective packages, and generally to prevent anything from interfering with straight progress. One such unit was reported as having an output of 45 1-pound packages a minute, and the rhythm of work did not seem unduly fast. Where the filling arrangement and the machinery are not so automatic, girls set up the cartons with small foot-treadle carton machines, others fill the cartons at volume fillers, most

of which shut off automatically when the prescribed weight of lard has been poured, and another group closes the cartons and removes them from the conveyor.

In some cases women were employed on filling larger buckets or pails of lard; they were seen working on wooden pails weighing 65 to 85 pounds, but since these were carried on rollers or other conveyors the women were not required to do any actual lifting. In one instance the women were doing all the filling and lifting operations on gallon pails weighing about 8 pounds. Working steadily on this job all day would be heavy labor, but in the lard departments—especially in the smaller plants—the girls were shifted about on different kinds of filling and labeling operations. In some cases where men were doing the filling, the girls lined wooden pails with tissue, as a preliminary process, and later pasted labels and sealed large pails.

Work for women in the oleo and butterine departments is similar to that in lard, involving only the packaging. Naturally, butterine and butter are not poured like lard but are cut in blocks and wrapped. Wire cutters are operated by women. In the large plants 1-pound packages are wrapped by automatic machines, with a girl tending but in no other way assisting in the process. Pound blocks of butter and butterine divided into sections, and all fancy or odd-shaped prints, are wrapped and cartoned by hand. Small numbers of women were packaging cheese.

Canning department.

The number of women employed in the canning department was relatively small—less than 8 per cent of those for whom occupations were reported. Canning of meat in the plants covered was definitely centralized in the large Chicago plants, almost 70 per cent of the women reported as employed in canning being in that city; of these, approximately 60 per cent were in two plants.

Women outnumber men in the canning of meat products, and they are employed extensively throughout the department. Much of the work is simple food preparation and some of it is almost identical with the work in the pork-trim and sausage rooms. Women were washing cans and jars; trimming cooked and uncooked meats; skinning tongues; boning chicken; stuffing sausages and cutting them into short lengths for canning; stuffing cans; labeling and painting cans and packing them in shipping boxes; and performing general and miscellaneous jobs throughout the department.

Automatic machines and the use of conveyors for carrying the product through the processes is almost standard equipment. Women feed cans to conveyors that carry them into washing and sterilizing machines and then on to the stuffers. Stuffing—the filling of cans—is done both by hand and by machine. In most places, food like tongue, chicken, pigs' feet, and small sausages is stuffed by hand, while corned beef, hash, and all products in which the shape of the units packed is unimportant are stuffed by compressed-air machines. Hand stuffing requires skill and experience to get a neat and suitable pack. After stuffing, women weigh the cans, if necessary adding to or removing some of the contents to bring the weight to the amount desired.

The cooking processes are carried on in large automatic steam retorts tended by men experienced in steam cooking. Cans are closed in a variety of ways, depending on the type of can, most of them being capped or soldered by machine methods. Some pass through a

vacuum machine that exhausts the air from the can and solders the vent opening, the soldering iron being watched through a glass slide and controlled by the operator. There was said to be no possible lead hazard on this type of soldering, as the machine is inclosed and has its own exhaust. Some hand soldering was reported but no apparent hazard was noted.

After the cans have been sealed, they are painted, labeled, or wrapped for the consumer, those for export trade usually being painted or shellacked. Painting—apparently the most disagreeable job in this department—is done both by machine and by hand. The rooms in which this operation was carried on were heavy with fumes and seemed to be in need of improved ventilating facilities. The hand painting is done very rapidly, the women on this job walking from one pile of cans to another, taking down and building up the pyramids of cans on the long row of tables. Practically all the labeling of cans of standard shape and size is done by machine, the women feeding the machines and taking off the cans. Irregular-sized cans and some special packs are labeled by hand, and this, like the hand painting, is done at great speed, the labeler moving from pile to pile as she puts labels on seemingly endless rows of cans. Neatness as well as speed is required, and several weeks are necessary to become an experienced labeler. After this process is completed, girls stack the cans on trucks or pack them in corrugated or wooden boxes for shipping. Trucking of cans is done by boys or men. At almost all these operations there are women employed on inspection jobs, and another considerable group is made up of general workers shifting about from one job to another and fitting in wherever needed.

Other occupations.

The boiled-ham department, glue processes, and miscellaneous occupations employed less than 1.5 per cent of the women. In the boiled-ham department, women were employed on washing molds, which was a heavy job because of the continuous lifting of heavy molds, and was hard on the hands because of the caustic used to cut the grease. In one plant, molds were washed in warm water only—no soap powder or soda being used—and then were fed into a steam chest where sterilization by live steam was said to obviate the need of caustics. The molds were pushed into the steam chest as they were washed, and as a washed mold was put into the chest a sterilized mold fell out at the other end, thus making it unnecessary for the worker to handle them while hot. Weighing, wrapping, and tying of boiled hams generally was done in the sausage-pack cooler.

Not all the plants visited had glue departments, and only about one-fourth had any women employed on glue. The women found were almost exclusively negroes. Women were not employed at all on the early processes, but they worked on glue in the form of hard jellied blocks. A few women were seen operating glue-slicing machines—circular-knifed machines that cut rectangular slabs about six by eight inches and less than an inch in thickness. Most of the women were spreading these slabs on wire drying racks, to be stacked in dryers, or were knocking or raking off dried glue. The spreaders worked very rapidly and all jobs were done standing. When spread with glue, the racks were estimated to weigh about 25 pounds, and since they were lifted by two girls it was not an especially heavy job except when the women tried to speed up work by lifting several

racks at a time. The odors of drying glue were strong, and the floors were sticky. Comments from the home interviews on glue-department jobs include these:

Lifting tired her greatly. Said girls would lift three racks at a time from high stack and carry them to worktable. Often they were carried above head to avoid running into other workers.

Floors very sticky—feet get sore because glue works into shoes.

Interviewed woman was on spreading. Has to lift racks over her head, and though the racks do not weigh (worker's estimate) more than 30 to 35 pounds after spread, and two women do the lifting, it still seems hard. Also, since it is piecework the tendency is for the girls to speed.

Small numbers of women were candling eggs, sewing cattle shrouds and shank rags, and doing mending. Jobs not directly connected with meat products, such as those in soap making or in handling pharmaceutical goods, hair and wool, and horns and hoofs, generally were in separate plants and were not included in the inspections nor in the taking of wage records.

A few women employed on defleshing hog skins and preparing them for leather have been included in the wage tables under offal, but this operation was performed in separate rooms and was one of the most unpleasant of all jobs. No skin room reported had really good conditions, and the following excerpt from a factory schedule is typical of the worst:

Skin room.—Iron and board platforms provided for the defleshing-machine operators. The excess fat is taken off hides by feeding them through machine rollers, which presses and brushes off all the grease. The grease runs off into tanks and some splashes to the floor. The defleshing machine is similar to a mangle, one of the rollers being heated with steam to melt the fat. Greasy hides make the work especially repulsive. Steam was escaping from one of the machines and rising in clouds between the operator and her work. Although the work looked somewhat dangerous, the foreman said there had been no accidents and that the rollers moved too slowly to make it likely for the workers' hands to be drawn in with the hides. Room was crowded and steam rose into the operators' faces. After defleshing, the hides or skins are washed in a low tank and hung on wooden horses or racks for the water to drip off. Lastly they are sorted and graded and packed in wooden boxes according to grades and weight. The room was hot, floor slippery, and clouds of steam everywhere; room dark, crowded with machines, trucks, and tanks.

Occupational progression.

To the question as to whether progress was possible for women in the occupations in meat packing, the answer usually was to the effect that there was scarcely any, except that in every department there were likely to be a few less skilled jobs in which beginners were placed, and in addition workers sometimes were "advanced" from timework to piecework. If a foreman had a good worker, he was likely to be reluctant to recommend her to another department even at her own request. Occasionally a girl might work her way to the office, which was considered an advance.

In a number of plants women were employed as assistants to foremen of certain departments; usually these were personally responsible for supervising and teaching the women, but they had no administrative power nor general responsibility over the department. Occasionally such a woman was a member of the plant committee. One plant reported that the assistants were selected from the department as experienced workers, and that in some cases they spent all their time supervising but in others they shared in the regular work of the department.

PART IV.—WORKING CONDITIONS¹

The type and arrangement of buildings in which meat-packing plants are housed depend largely on the age and size of the establishments. The largest plants have grown over periods of 40 or 50 years and some represent the merger of two or more firms. Their buildings are spread over many acres and sometimes are connected by outside bridges, docks, and passages that seem devious to the outsider. In a few places visited in the present study women were found employed in 8 to 10 scattered buildings, within which conditions varied considerably. A plant that has grown more or less haphazardly over a long period of years can not be compared with a compact plant built as a unit within the past 10 years.

In the new buildings, packing-house engineers have given expression to their ideas of the methods of routing and arrangement most advantageous for the industry. The new buildings usually are of brick and concrete, fireproof, sanitary, and durable, with the flow of product toward its final destination at the shipping dock largely based on gravity. Departments or buildings frequently are grouped together according to the general type of work, and they may, for example, be grouped as follows: First, those concerned with the abattoir processes—the slaughtering, offal, and casings departments; second, the cold storage or freezer units, such as the curing rooms, the offal cooler, the pork-cut and pork-trim rooms; third, the sausage-manufacturing department; fourth, the more strictly packing departments, such as the smokehouse and the sliced bacon, lard, canning, and sometimes the sausage-pack departments; and fifth, the buildings concerned with inedible products such as hides, fertilizers, and glue, in which few or no women are employed.

Generally speaking, there is relatively little shifting from building to building or department to department, except the practice in a few plants of operating the kill gang only part of the day, with a high killing rate per hour, and then shifting these workers to some other department—in the case of women, pork trim—and the more general practice of shifting for brief periods gangs that have completed their jobs and that otherwise would be paid for time not worked.

If the plants are considered as units, maintenance and housekeeping are almost always good. One or two departments may not be up to the general standard, but there is always evidence that great effort is being expended to keep the buildings and equipment clean and sanitary. In addition to a direct inspection of animals slaughtered, the Bureau of Animal Industry of the United States Department of Agriculture has established for the plants operating under its inspection certain standards for buildings, equipment, and sanitation, and these help to maintain good conditions even if they are not a matter of primary concern to the firms' managers.

¹ This chapter was prepared by Miss Ethel Erickson, of the field-investigation department.

A medium-sized plant described its own system as follows: A committee of two foremen is appointed each month to make an inspection of the entire plant, rating the housekeeping of each department on the basis of 100 points. On mimeographed forms each department's rating is given, spaces being provided for checking the presence of such items as rubbish; broken window panes; dirty windows, floors, tables, utensils, lamps, or trucks; cobwebs; the condition of employees' uniforms; dirty elevators; running water, steam, and water leaks. There is a space for recommendation, also.

Inspections are almost worthless if they are merely aimless tours, but in such a case as the one cited, where there is a definite list of items to watch for and space is provided for recording comments, they undoubtedly help to standardize good conditions throughout the plant.

As far as women were concerned, the bureau's investigators found the best working conditions in the sliced-bacon, the smoked-meat, the sausage, and the canning departments. The poorest conditions that affected appreciable numbers of women were in the pork-trim and casings departments.

CONDITIONS IN THE VARIOUS DEPARTMENTS

Kill and offal departments.

Killing rooms usually are located on the top floors in order to make use of gravity in routing the product for subsequent operations. Many of the killing rooms have monitor roofs for providing natural light, but this rarely is sufficient, as equipment and overhead conveyors tend to block the free diffusion of light. Since the abattoir processes naturally are bloody and dirty, continuous cleaning is a necessity and large quantities of water and live steam are used. In the newer buildings, walls of killing rooms usually are of white or light-colored tile to expedite cleaning. Live steam used in cleaning, as well as steam from the scalding vats, raises the humidity of the room, and in winter, at least, some artificial ventilation or special arrangement for natural ventilation seems necessary. Monitor roof openings tend to draw off some of the steam, but air conditions seem better where there is a motor-driven exhaust.

Unavoidably, the floors are wet in some places, and where the drainage is not especially good there are literally pools of water. Because of the floor condition, it usually is necessary for the women to wear rubber boots, and there is danger of slipping. All the women's work, except that of an occasional stamper, is done standing. Officials maintain that owing to the conditions and general nature of the work the use of stools is impracticable, since many of the women are employed on platforms where, unless a special type of construction could be evolved, the stools would constitute a hazard.

Working conditions in the offal rooms are quite similar to and often the same as those in the killing departments. Floors inspected were wet and slippery in most of the plants, and the rooms were steamy because of the many operations that required the use of water. In a few cases stools or chairs were provided for some of the trimming and fat-washing operations, but this condition was unusual.

Casings rooms.

In several instances the casings department seemed to have been squeezed into any available location, regardless of the ventilation facilities or the general welfare and convenience of the workers. Long, narrow rooms with one or two windows and dark rooms with low ceilings, no windows, and no artificial ventilation were reported in a number of cases. In one of the most northern plants, the employment of women on hog casings was a recent venture, and the new casings room was located on a second floor where the only convenient entry for the women was by an iron stairway similar to that of a fire escape. Toilet and dressing rooms were in another building, so the women had to cross a short, open stretch to reach these facilities, and in the cold winter months, during which the casings room would be at its peak production, such exposure in damp clothing would not contribute either to efficiency or to health.

The handling and preparation of casings for trade uses requires a plentiful supply of running water, and consequently wet floors, overflowing tanks, dampness, and strong odors from fermenting casings were characteristic of the majority of the casings rooms. Casings rooms were the wettest and, in general, the most disagreeable places in which women were found employed in appreciable numbers.

The drainage of the tanks over which much of the turning, grading, and inspecting was done frequently was poor and seemed to be unnecessarily so—water poured from open bugholes or seeped over the tops of the tanks to open drains in the floor. Sometimes there were no special gutters, and the water found its own course over the floors to the drains. All the women wore rubber or oiled aprons, and a majority wore rubber boots or rubber shoes of some kind to protect their feet from the wet floors. Some of the tables—usually with zinc or tin tops—were built with a slant toward the middle that gave a little help in keeping the workers' aprons dry. In one typical case the woman reported that an oilcloth apron, her only protection from splashes, was inadequate; her waist was not covered by a bib and even her shoulders got wet.

Platforms were provided in some of the casings rooms, but it was a question whether they were of much value, as most of the women needed boots anyway for protecting their feet when they stepped off the platform. With the wet floor, the platform seemed at times only to increase the hazard of stumbling. Occasionally stools were reported, but a large majority of the women stood at their work. Women on beef casings who were clipping warts and doing the final trimming just before stuffing usually sat. Where the job requires constant working in water, stools get wet on top when not in use, and since they are a nuisance at cleaning times they quite commonly are considered undesirable.

Fancy-meat cooler or freezer pack.

Characteristic features of the freezer-pack departments are that they have no natural light and no ventilation. Temperatures of 32° to 40° F. were reported. Sawdust on the floor tends to absorb much of the excess dampness, but in places where there was no sawdust the floors were damp and slippery. Walls often were unpainted or the paint was in very poor condition, ceilings were low and dirty; by and large, the offal cooler was a drab and dreary place in which to

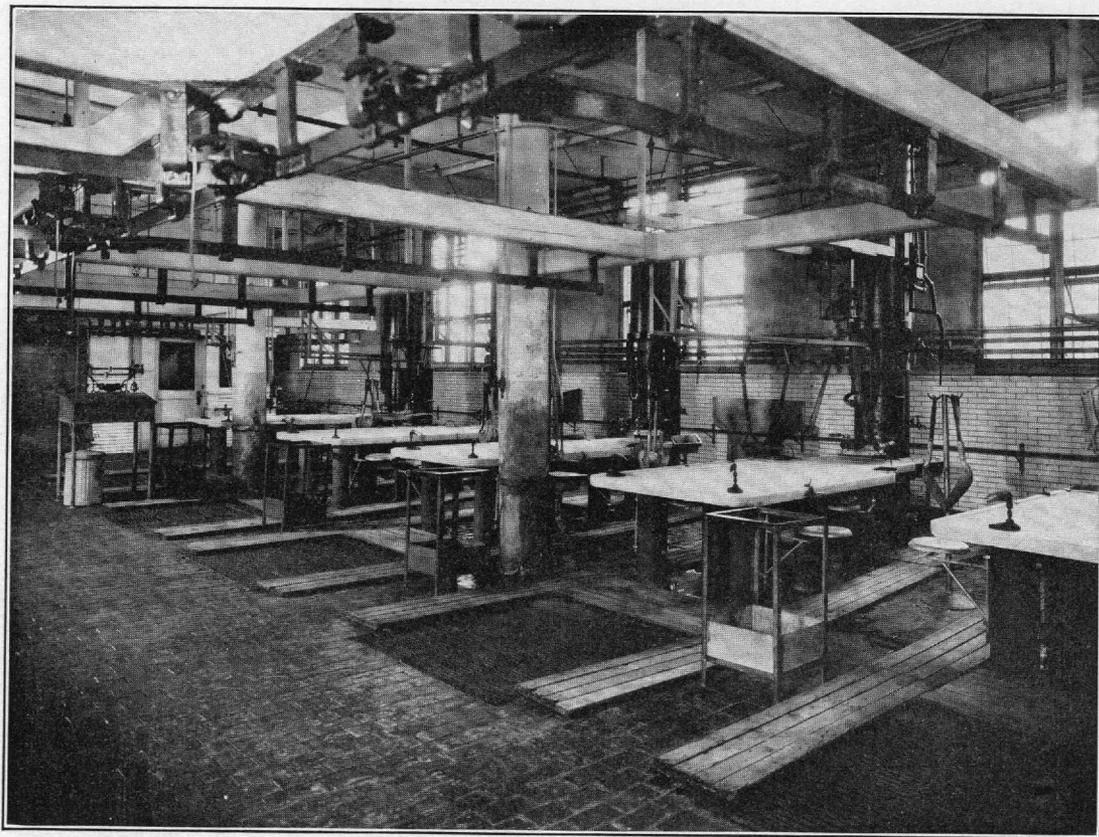
work. One company has, in all its plants, a special arrangement by which the product to be packed is carted out from the cooler to an adjoining room that is not refrigerated, and here the women do the packing; the finished boxes are sent back to the cooler to await removal for delivery. This seems to be a much more satisfactory arrangement from the workers' standpoint. Most of the girls working in the offal coolers had stools available, but usually they stood at their work, often moving from one place to another as they packed different products. Where the women were packing from trucks in a room adjoining the cooler, they often sat at their jobs. In one freezer pack where there were no stools, the foreman made the comment that there is "No desire to loaf on this job; not warm enough." In the course of an interview, a woman who worked in the fancy-meat cooler remarked that sometimes she wore three pairs of woolen stockings. The doctor had advised her that the work was bad for her.

Pork-trim department.

Working conditions for women in the pork-trim rooms were, in many instances, as poor as any observed for women in the plant, and this is significant because of the massing in this department of so large a proportion of the women in the industry. The trimming room usually was located in the units devoted to cold storage and almost always was a chilled room. One woman interviewed at home spoke of the occasional formation of icicles on the ceiling. Ceilings were low, walls drab, and floors often wet and slippery. Seldom were there special provisions for either natural or artificial ventilation. Very few women in pork trim were provided with stools, and aisles, worktables, meat cans, and trucks were so arranged as to make the provision of seats appear rather impracticable. During rest periods or slack pauses in the flow of work, the women preferred going to a warmer room for a few minutes' rest. Aisles sometimes were obstructed by barrels, boxes, and trucks, and when a peak load of work was in progress, the women were working close together and the rooms seemed very crowded, which undoubtedly increased the hazard of knife cuts.

The crowded and obstructed appearance of the room often is intensified by overhead chutes that bring trimmings from a cutting room above. These chutes are constructed so as to turn on a central axis to distribute the meat to the various tables. Most of the chutes are fitted with trapdoors having a rope and pulley arrangement for closing, to hold back the excess supply of meat. If this closing arrangement does not work satisfactorily, or if there is no means of shut-off, the worktable is struck by a deluge of falling meat. Such a downfall not only is disturbing but is hazardous when a job involves the handling of a sharp knife, and, in addition, there is considerable possibility of being splashed with hot water if the meat happens to land in the pails used for heating knives.

While not all pork-trim rooms were as unattractive as the foregoing implies, most of the large ones unfortunately were. A few had clean, glossy tile or freshly painted walls, but it is difficult to maintain the appearance of cleanliness and freshness where moisture condenses on walls and ceilings and causes the paint to peel and to lose its brightness. In several instances the newer plants had carrier systems of washed air or some other system of moving the air, but in most cases the only



SAUSAGE-MANUFACTURING ROOM

Note drains, platforms, seats, waste-container racks over tables, and guarded knives at table corners

means of ventilation was the casual opening of doors, and in about three-fourths of the establishments visited pork-trim rooms seemed inadequately ventilated.

The floors often are hazardous, wet and slippery because of the condensing of moisture and the scraps of fat falling to the floor. In some plants a covering of sawdust improved the floor condition, obviated the need of platforms, and kept the atmosphere of the room drier by absorbing excess moisture; this in turn lessened the tendency for moisture to condense on ceilings and drip down to add to the wetness. Where sawdust was not used, platforms frequently were provided, being covered with coarse salt to counteract slipperiness. In some plants women were working on high platforms, and while such work-places were drier than those of the main floor, they were not always well guarded and the approach was inconvenient. In an effort to keep the floor as free as possible of slippery bits of meat, women or boys sometimes are employed as roustabouts to pick them up during the intervals between more thorough cleanings.

Except in the two or three plants in which the pork-trim room was not chilled, the temperatures reported varied from 38° to 55°. In two plants the statements of foremen or other responsible employees were to the effect that no special effort was made to cool the pork-trim room, that the cold meat kept the temperature down, and in one—a St. Paul plant—that it was necessary to warm the room slightly in winter. One foreman advocated the installing of heating coils under the wood platforms on which the women stood. He thought girls worked better when they were warm and that it was the only human thing to do, but the superintendent was not persuaded.

The women in pork trim dressed especially for their job. Most of them wore sweaters under the regulation packing-house frock, and an oiled apron over it. Heavy boots, lined shoes, or woolen stockings were considered necessary.

A number of the smaller plants have a practice of shifting some of the women between the pork-trim rooms and the kill or offal department, allotting them about one-half day in each. The trimming jobs are similar in both, but temperature conditions are very different and the women objected to the unhealthful and unpleasant feature of working first in the warm, steamy temperature of the offal room and then in the pork-trim room where the temperature might be as low as 38° or 40°. It is difficult to dress to suit both these conditions.

Sausage department.

Working conditions in the sausage departments are almost always better than those in the kill, offal, casings, and pork-trim departments. Most of the sausage rooms have outside windows giving good natural ventilation, and often this is supplemented by electric fans or exhausts and in a few instances by carrier washed-air systems. Walls frequently are of white or tan tile, or else they are painted or enameled white or gray. In the majority of the plants visited, the walls of the sausage room were reported as clean and quite in contrast to the drab and often dirty walls of the pork-trim rooms and offal coolers.

In one case, pork sausage was being made in a cooled room, but this is exceptional and temperatures are never so low as those of pork-trim rooms, fancy-meat cooler, or sausage-packing divisions. The

general appearance of the workers in the sausage-making room is very neat. In many of the plants work dresses are changed two or three times a week and white aprons daily.

Wet and sometimes slippery floors are likely to be the worst factor in the sausage casings and making rooms. Scraps of stuffing that fall to the floor make it greasy and slippery, and unless the mechanics of drainage have been carefully worked out, frequent hosing leave puddles where there are depressions. In most plants, much effort seems to be expended in keeping the sausage rooms clean, and the common condition was to find wet rather than dirty floors. Some of the moisture in the sausage rooms came from dripping sausages hanging on racks at the ends of the tables, as the larger sausages frequently are washed by the hanger, just before being put on the racks. In one plant a satisfactory provision for alleviating the effect of such drippings was a grill-covered drain at the end of each table, over which the racks were placed while being filled. Where special containers were provided for waste and débris, such as broken sausage or defective casings, the floors tended to be cleaner. A satisfactory arrangement for waste seen in one plant was a long trough-like pan hanging over each table that served as a catch-all for scraps. Waste cans sliding under the table were provided in some places, but they were less satisfactory in keeping the floor clean than the type hanging over the table.

In most plants low wooden platforms along the table sides were provided for workers to stand on; many of these were well constructed and seemed adequate and an advantage to the workers. There was, however, a difference of opinion with reference to the advisability of providing platforms. In one large plant where none were in use, the agent commented on their absence to the company employee making the inspection with her, and his reply was to the effect that platforms tend to get slippery, are hard to keep clean, and are obstructions to stumble over; and, furthermore, that most of the women wear boots or special shoes as protection against the wet floors. The ideal was, he thought, to have sufficient space to move workers from one table to another when they change from one lot of sausage to a new batch, and after each change to give the table previously used and the floor near it a thorough cleaning and a chance to dry.

Most of the sausage rooms were equipped with stools, some of which were hinged to the worktable so that they could be pushed under the table when not in use and pulled out when needed. In one establishment where no stools were provided, the nurse accompanying the investigator said that the women in this department did not want them as they became wet and sticky. When the sausage season is at its peak and the work is running at top speed, most of the women stand at work, but in slack periods much of the sausage making—at least the linking, roping, tying, and kitchen jobs—can be done while sitting.

The workers' hands are bound to become sticky in sausage making, and the well-equipped room had some convenient provision for washing hands. In a number of places each table was equipped with basins with continuously running water, and others had small sinks near every table.

Excerpts from the home-visit schedules of women who had been employed in sausage making set forth some of the workers' criticisms of the jobs:

Woman interviewed had worked on the roping of dry sausage. "It has to be tied hard or the boss gives you hell. The heavy cord cuts wet hands. Company ought to furnish gloves." Had cut finger and got slight infection during the previous winter. Transferred to sausage pack because work would be dry and give finger a chance to heal.

Right arm gets numb from the twisting motion in linking sausage. Meat is cold and wet.

Wet place—wears oiled apron but does not like to wear rubbers. Salt eats rubbers, anyway. Wears ordinary shoes and leaves them in plant to dry every afternoon.

Not all the comments were of an unfavorable nature:

Interviewed woman on linking. Comfortable place to work; makes a pretty good bonus.

Likes linking; glad she knows how, because always a demand for it.

Good working conditions; always satisfied with job; makes almost as much as her husband.

The sausage-packing room is always a cooled room, and in many cases natural light and ventilation are absent. Room temperatures varied from 34° upward, temperatures in the 40° to 50° range being most common. Pork sausage is packaged very soon after making, and as it spoils more rapidly than sausage made of beef it is handled at lower temperatures than the latter. Floors were clean and dry and most of them were covered with sawdust or had adequate platform facilities. Stools were provided almost always in sausage packing. In general, conditions in this department were good, and the only unfavorable comments were concerned with the coldness of the room and, in some cases, with the poor ventilation.

Smoked meats or ham house.

Conditions in the ham house were among the more desirable ones in the industry. Floors were always dry, and walls were clean except in a few cases. Exhausts near the smokehouses drew off odors and heat and provided good ventilation. Since the ham house often adjoined the packing room, if good ventilation was not provided, the latter became unbearably hot and stuffy.

Stools were provided for most of the workers in the ham house, but occasionally the only seating facilities were boxes. Where girls wrapped along conveyors, they usually sat to work; but if no conveyor was provided, standing was the more convenient position. Typical comments from the schedules of women working in this department are as follows:

Work in smokehouse rather heavy, especially "laying up," that is, taking hams and bacon from the rack and laying them on paper.

Job of interviewed woman was tying hams. No conveyor at X's. Thinks she prefers it this way, as places that have conveyors are so efficient that they time the girls and they must work faster and do so much an hour. "We don't loaf, but we aren't driven."

Stands all day. No heat in winter, so must bundle up. In summer it is hot near the smoker. Every time the door opens, get a blast of heat.

Does not like to tie, because hands get calloused from drawing twine tight.

At table where large hams are handled, 15 to 30 pounds, use round cord that is hard and cuts and callouses hands.

Sliced-bacon department.

The marketing of bacon sliced and wrapped in pound and half-pound packages (a relatively recent development coming with the consumers' tendency to buy in smaller and smaller lots), the increased

demand for this product, and advertising campaigns pushing its sale made it necessary to evolve a separate division devoted to its preparation. Wherever a plant makes a specialty of sliced bacon, special facilities are provided. Consequently these sliced-bacon rooms are quite new—none were more than two or three years old at the time the study was made. They are the show places of many plants, and conditions generally are very good. Foremen would escort the bureau's agents through these departments with more than ordinary pride, and when such a department was not quite up to the present-day standard for this work, the foreman would explain apologetically that he was anticipating the installation of new equipment and the establishment of an up-to-date room.

Some of the rooms visited are walled off with glass so that visitors being escorted through the plant can watch without entering. Walls are constructed of white tile or are enameled in white or light gray, and the woodwork and casings often are of white enamel. Modern adjustable chairs are provided for the women employees. Special washed-air ventilating systems are customary. The temperature is maintained at about 50° F. In a few plants pipes through which warm air circulates are attached to the work tables as foot rests for the packers, helping to lessen the coldness of the room for the worker without raising the temperature appreciably. In some cases, where more than ordinary precautions as regards sanitation are taken, the girls handling the bacon wear gloves and pack the bacon with tongs as tools. Some of these extra precautions were said to be observed only where bacon with a light cure was being handled. Bacon lightly cured spoils more easily than does that with a stronger cure, and every possible care is taken to avoid exposure to bacteria in processing.

Though all sliced-bacon departments are not equally good, there seems to be a feeling on the part of the workers that employment there is superior to that of other meat-packing jobs. Most of the women employed in sliced bacon are below the average age of all women in the industry, and they are predominantly American born. The only unfavorable comments on the work concerned the speed at which it is done and, in a few cases, the cost of uniforms. The immaculate appearance of the girls in many of the sliced-bacon rooms has its pecuniary drawback from the worker's standpoint. Most firms sell the uniforms at half price. Some firms launder the smocks for the girls, but the frequent laundering tends to wear out the garments rapidly. In some cases the girls had to have several uniforms on hand, the laundry being sent out only once a week; more generally it was sent at least twice. Comments from interviews with employees in the sliced-bacon department were as follows:

Sliced-bacon girls work harder than any other. Every minute and every motion counts. The standard for the job is seven boxes an hour. Each box contains 12 half-pound packages, which makes 84 individual packages an hour. For every box over seven an hour a bonus of 4 cents is paid. Some girls make 8 to 20 extra boxes a day.

In commenting on sliced-bacon uniforms, said she owns 9 white coats (\$1.25 each) and has 4 to 6 striped gingham dresses and 8 caps on hand. Necessary to have a large supply of coats; often puts on clean one every day and laundry back only twice a week and sometimes late. Wears a dress two days. Coats wear out fast, so have to buy at least one a month.

While excessive cost of uniforms is not common in all plants, it may constitute a considerable hardship, especially for girls who get laid off. The case of one of these was stated as follows:

Said when she was laid off in February, 1927, had six or seven uniforms (coats) and sold them to another girl for \$3. When she returned in September, new outfit cost \$10.

Lard and similar departments.

Working conditions in the lard, butter, butterine, and cheese departments are much less standardized than are those in sausage and sliced bacon. A few of the lard rooms inspected were very good, but a number were dark and had dirty walls. Added to this, the odors of melted lard were quite disagreeable. If any of the products are spilled on the floor, and especially if the floor is wet, it makes a particularly sleek surface and causes a distinct hazard.

Stools are provided for some jobs, but many of the workers were standing at the time the inspection was made. The butter and butterine rooms usually are chilled to prevent the product from melting. The standard temperature reported seemed to fall around 50°. Conditions tended to be somewhat better in butter and butterine than in lard, but relatively few women were employed and their occupations were similar in these departments.

Canning department.

On the whole, conditions of work in canning generally are good. These departments tend to be located in newer buildings than are others, and they are so large and centralized that attention has been given to providing good conditions. Floors were clean and dry except around washing machinery. Natural ventilation usually was good; exhaust fans were provided in rooms where cooking was done, but there seemed to be too few in rooms where cans were painted. A few jobs were carried on in a sitting posture, but the majority of workers were standing; and since many of the occupations could be carried on for at least part of the time in a sitting position the need of stools was striking.

Few of the women interviewed in their homes were employed in canning, since the group is a relatively small one. The following are the reactions of some women to special features of their jobs:

Lacquering machine run in department at times gives very disagreeable odor. Fan for intake of air recently installed helps a great deal. Two exhaust fans opposite the intake fan.

Packs chicken in jars. Likes her job. It is easy.

Pleasant job, steady, work varied. Helps out where needed. Trimming and stuffing is piecework.

Interviewed woman was on machine labeling, which is piecework. Makes good money and job is easy. Makes more than husband, whose work is harder (loading trucks in coal yard). Likes job in all ways.

HAZARDS IN MEAT-PACKING OCCUPATIONS

As far as women are concerned, the specific mechanical hazard in the meat-packing industry is slight. The engineering problems of providing safe-guards for machines have been worked out. Sprinkler systems, fire escapes, well-lighted passageways, clean stairways, and well-guarded elevator shafts obviate the most common building-construction hazards. The packers have made efforts to develop a

"safety spirit" and to gain the cooperation of employees in observing safety rules by means of education through posters, campaigns, suggestion boxes, etc.

That accidents in meat packing tend to be frequent in occurrence but minor in character is indicated in reports made by the National Safety Council, although these are not so divided that accidents to women appear separately. Of 17 types of industry reported upon for 1927 and 1928, only construction and mining had higher accident frequency rates than had meat packing, and the rate for this industry was each year over twice as high as the rate for all industries. Furthermore, as the reports do not include accidents so slight that, after treatment, the employee is able to resume work on the same day or shift, the total number of injuries, minor as well as serious, must be very much larger than appears from published figures.

That conditions vary greatly from plant to plant is apparent in the fact that in 1928 the highest frequency rate, 266.98, was for one of the smaller plants, with an average of 375 employees, where the accidents that occurred were, roughly, 3 to each 4 employees; while the largest plant of all those reporting, with an average of 3,875 employees, had a frequency rate of 24.95 and the accidents were, roughly, 3 to each 50 employees.

Of the large number of accidents in meat packing, the majority were less severe than those in most other industries, the severity rate in packing being exceeded by the severity rate in 15 of the 17 industries in 1927 and by 8 of the 17 in 1928. In 1927 the severity rate in packing was 0.91 day lost per 1,000 man-hours worked; in 1928 it had risen to 2.06 days, which was slightly above the rate for all industries (2.03) but still was exceeded by that for 8 of the other 16 groups.²

The two outstanding dangers to women workers in meat packing arise from the conditions of the floors, which frequently are wet and slippery, and the specific occupational hazard of knife cuts.

The first of these is especially serious, since falls cause disability of longer duration than that resulting from most other injuries. In a study of about 800 cases of permanent disability among women injured in various lines of employment, the Women's Bureau found that falls, though constituting less than 10 per cent of the accidents, were almost 46 per cent of the cases with a healing period—the time required to recover as fully as possible—of 52 weeks or more. Only about 37 per cent of the women injured by falls, in contrast to 79 per cent of all reported, recovered in less than 12 weeks. The 2,452 cases of temporary disability studied at the same time were about one-fourth falls. Though two-thirds of all the women injured, all causes combined, recovered in less than four weeks, only about one-half of the women whose accidents were falls recovered within such period.³

It has been stated that floors are especially likely to be wet and slippery in kill, offal, and casings rooms, in the pork-trim, and sometimes in the sausage departments; the hazard often is increased by scraps of fat falling to the floor. In lard and butterine making there is likely to be the danger of slipping, but fewer women are affected than in most of the other departments mentioned. Sometimes this

² National Safety Council. Industrial Accident Statistics, 1929 ed., pp. 6 and 33. (Packing separated from tanning by means of Table 25.)

³ U. S. Department of Labor. Women's Bureau. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 1927. pp. 276-279.

condition is obviated—especially in the pork-trim, fancy-meat cooler, and sausage departments—by the use of sawdust on the floors or by platforms covered with coarse salt and by providing convenient receptacles for refuse; sometimes in pork trim roustabouts are employed to keep the floors free from bits of meat. In pork-trim rooms the danger is increased in some cases by the obstruction of the aisles by barrels, boxes, and trucks, and for women in this department there is the danger of being hit by falling meat from the overhead chutes. Among the comments on these hazards from the schedules of women visited in their homes are the following:

Woman's job was cleaning casings. She slipped on wet floor, sprained her arm, and was home two weeks; no compensation or insurance.

Woman in pork trim: Slipped on wet floor, dislocated a shoulder, and broke cheek bone.

Woman in sausage pack: Slipped and wrenched herself; out two weeks; firm good and sent their doctor. Attributes fall to rubber soles and damp floor.

Woman in pork trim: While carrying a pail of scalding water, a truck bumped into her and the water splashed on her leg, leaving a burn just above top of shoe. Out two weeks; received two weeks' compensation and the services of the company's doctor.

Woman in sausage department: On busy days carries as many as 100 heavy pails filled with casings. Slipped on wet and greasy platform and felt pain. Hernia developed later. The company paid for the operation. Returned to work for two days, but was unable to continue; could not be on her feet.

In sausage making the hazards are not great, although the stiff cord used in tying and linking cuts or callouses the hands of women so employed. No specific occupational hazards were apparent in sausage-pack and sliced-bacon departments. The rooms in which cans are painted in the canning department were found to be heavy with fumes, but no data on the effects of these fumes were reported, and relatively few women did such work.

In the kill, offal, casings, and pork-trim departments, the chief specific occupational hazard is that of cuts from the knife in the hand of the worker herself or in that of her coworker. Salt sores on the hands of those who salt casings also constitute a job hazard. As one woman in casings stated, "When the hands have a sore, salt is very bad on them. Salt on the floor hurts rubber boots so they do not last more than four or five months."

It would seem to be inevitable that the danger of accidents would be connected with piecework jobs such as those described, especially the more skilled jobs in pork trim. Speed is necessary to maintain earnings at a fair level and the use of a sharp knife as a hand tool is required. When nurses or others were questioned as to accidents to women in meat packing, they often replied that the cuts of the pork trimmers were the only injuries common to women. While most of the cuts are slight, there is always the possibility of serious infection unless they are attended to quickly and properly. Excerpts from the home-visit schedules indicate something of the women's experience and reaction to the hazards of the trimming jobs.

Woman interviewed has had many cuts. She said, "Everybody in pork trim gets cut some time."

About six years ago, a great deal of meat coming down the chute startled her, and her knife cut the third and little fingers of her right hand. She lost three

months from work; the fingers remain stiff and the strength and grasp of hand are reduced.

Woman in canning had cuts on her hands from cans. Hands get so sore that she has to stop occasionally.

Woman in kill: Has had many minor cuts; always treated by plant doctor.

Woman in offal: Knife slipped; cut artery in hand; home six weeks; received care and insurance.

Woman in casings: Hands covered with small cuts, caused by working on tough bladders.

Woman in an offal trimming job was absent five weeks in 1927 and 1928 because of accident. "I was working, using my knife. A head hit my right hand and I cut my left thumb." Thumb is stiff. Received \$250 compensation.

In addition to specific accident hazards, there is, in some departments, the danger of strain from constant standing, from speed in keeping up with a moving line, and, in the case of a few jobs, from lifting. Speeding may be very detrimental to the health and well-being of workers, but there is no simple method for measuring its effects. In pork trim, sliced bacon, and the piecework jobs in sausage some of the women appeared to be working at high tension to develop speed, while others seemed to be working easily, depending on individual differences. The great majority of the women in the kill, casings, pork-trim, lard, and canning departments stood constantly at their work, and in some of these departments the management seemed to consider it impracticable to install seats. Many comments were made on the constant standing, a few of which follow:

Woman in sausage casings: "It's kind of tough to stand nine hours a day in one place with those heavy boots on. Your feet get so hot and they swell."

Woman in kill: Hard standing on rack all day. "Just tired out at night."

Woman in offal: "It sure is a hard job. You have to stand all the time."

Woman in canning: Washing and trimming tongues, hams, and pigs' feet. Hot and must stand all day, which is hard on the feet.

Besides the direct accident hazards and the more definite strains there are conditions in meat packing that are likely to undermine health in a way difficult to measure. In some jobs in kill, offal, and casings, the continual immersion of the hands in water and the excessive humidity and dampness, with ventilation facilities nonexistent or very poor, are health hazards impossible to evaluate because their effects are cumulative and because they are directly related to the worker's general stamina. Handling frozen meat, as in pork trim, involves the same hazards. Working in chilled rooms and exposed to a variety of temperatures undoubtedly is a health hazard for people subject to rheumatic and respiratory ills. Better ventilation in most of the chilled rooms and better floor drainage or the use of well-drained platforms in departments using large quantities of water undoubtedly would reduce health hazards.

Some of the comments from interviews with women in their homes in respect to these more intangible factors that undermine health were as follows:

Woman cleaning casings: Wet, dirty work; said she was too old to work on jobs that required speed.

Woman in casings: Standing constantly in water was reported as cause of rheumatism. Hands numb in cold weather.

Woman works in a warm place (hog kill) part of the day and then in a cool place (pork trim). This makes her feel the cold very much.

Woman in linking: Arms so numb at night that she can't feel them. Wrist, back, and shoulders never get used to it.

Woman in lard refinery packing room: After four and a half years contracted rheumatism from the cold, so that her hands and arms ached all the time.

Attempts were made to get from the plants reports of the injuries incurred by women, but very few medical departments kept complete records of the first aid administered, and even these did not keep records separate for men and women. Accidents usually are not recorded at all unless time is lost, but in one small plant having an average of about 50 women employed the nurse in charge had a record of all injuries treated during the six months previous to the visit of the Women's Bureau agent. A tabulation of these showed that of 104 injuries to women, almost 90 per cent were cuts or punctures. Bruise, blister from knife, bone scratch, caustic burns, and "hit by meat" were some of the other causes. There was one serious infection; information as to the extent or duration of other injuries was not available.

A tabulation of 56 injuries to women in 1928, reported upon by the Industrial Commission of Illinois, shows the nature of the injuries to have been as follows:

Cuts and lacerations.....	24
Bruises, contusions, abrasions.....	18
Punctures.....	3
Infections.....	7
Burns and scalds.....	1
Sprains and strains.....	2
Not reported.....	1

Since this includes only closed compensable cases, it must be recognized as a sampling group only and must not be taken as showing total accidents. The data are for the five largest packing firms operating in the State, and in these hundreds of women were employed. Of 817 closed cases of compensable accidents to men and women in meat packing reported upon, 56 were to women.

More care and attention to the designing and guarding of hand knives might eliminate some of the accidents in the first and third groups in the foregoing list, which constitute almost half of the cases reported. Eight of the 18 in the second group were caused by falls. It is interesting to note that 11 falls caused lost time averaging 30 days to the case, though for the 56 accidents of all kinds the average was 20½ days.

Seven of these accidents to women resulted in permanent partial disabilities, the five in the production departments being described as follows:

Worker in sweet-pickle department: A man threw a piece of meat which struck her knife, and the knife cut her finger. Incised wound of right index finger. Lost 5 per cent of use of finger. Disabled for 13 days.

Worker in pork-trim department: Trimming pork, piece of meat struck knife, knife slipped. Incised wound of left thumb. Lost 5 per cent use of thumb. Lost no time.

Worker in ham house: Cutting rind off bacon, and fellow employee's knife slipped and struck hand. Incised wound on back of left hand. Ten per cent loss of use of left ring finger. Lost 27 days.

Linker in sausage department: Stuck wire through palm of right hand. Laceration of base of right thumb. Five per cent loss of use of thumb. Lost 44 days.

Trimmer in hog-kill department: Cut thumb with knife. Paid for one-seventh loss of use of thumb. Lost no time.

SANITARY AND SERVICE FACILITIES

The provision of drinking, washing, and toilet facilities and of cloak rooms, rest rooms, and lunch rooms is a matter of great importance in plant building and plant sanitation, since it affects the comfort and health of the working force and has a direct bearing on the workers' general morale. Suitable and adequate equipment, convenient location, and good maintenance are essential for these facilities. Except for the inconvenient location of some of the toilet rooms and the overcrowded condition of combined service facilities in some cases, sanitary and service facilities in the packing plants visited were, on the whole, good—better than those in most industries.

Sanitary facilities.

Uniforms.—The nature of the jobs in many meat-packing departments is such that special work clothing is practically a necessity. It is out of the question to wear street clothes in departments like kill, offal, pork trim, and casings. Rubbers or heavy boots and oiled or rubber aprons are essential in some departments. Caps are a general requirement. The United States Bureau of Animal Industry requires that workers wear clean, washable clothing, and that they be neat at all times, but naturally it does not require uniforms.

The regulation packing-house frock was worn by women in the chilled rooms and in the kill, offal, and some of the casings departments; striped dresses were common garb in sausage making. Casings and sausage workers sometimes made no pretense of having a regulation uniform, but wore any form of washable kitchen dress. In some plants sliced-bacon departments had rigid requirements, and in a few cases girls complained of the cost of uniforms in this department. The most desirable condition seemed to be that in which uniforms were sold to the worker at the lowest price possible and free and satisfactory laundry service was provided. Most of the plants sold dresses, aprons, caps, rubbers, and heavy shoes at cost, or in some instances, at less than cost. In some establishments a woman was given her first uniform if she remained a certain number of weeks. Policies with reference to the sale of uniforms varied from plant to plant of the same company, and this was true also of the laundering. Some plants offered free laundry service; some did laundering for certain departments, such as sausage and sliced bacon; some offered laundry service of a rough-dry nature to all. In certain plants the quality of the work of the laundry was said to be so poor that few cared to take advantage of this service.

Drinking facilities.—Cool and abundant drinking water, easily accessible, is a primary requisite. The sanitary drinking fountain, connected with a cooled water supply, probably is the most generally satisfactory provision. For a fountain to be sanitary, the flow of water must emerge at an angle at which there is no possibility of its falling back on the orifice, and there must be a guard to prevent hands or face coming in contact with the orifice.

All the plants inspected had bubblers of some sort, but in the majority the equipment was crude and unsatisfactory; a better type of bubbler seemed to be a general need. Only three of the plants had sanitary bubblers throughout; two others had them in some of the rooms. Almost all the plants had provisions for cooling the water or had artesian-well water that tended to be naturally cool.

The common drinking cup, long decried as a menace to health, had practically disappeared in the plants visited, being reported in use in only one plant.

Washing facilities.—The handling of food requires high standards of cleanliness, and it is especially important that good and adequate washing facilities be provided for workers in food industries. It is a primary essential that washing facilities be conveniently located and adequately supplied with hot and cold water, soap, and individual towels. The sausage, smoked-meat, sliced-bacon, and canning departments usually had washing facilities in the workroom as well as in the wash or toilet rooms. Showers are welcome to women who have been working in such departments as the kill, offal, and casings, and the matrons in charge of those provided reported that considerable use was made of them. All the plants visited had hot as well as cold water, and all provided soap in some or all of the wash rooms.

Towels, either individual or common, were provided to some extent by all the plants for which this information was reported. Occasionally, however, towels were found in only a few of the wash rooms or in some one or two departments, such as sliced bacon and sausage making. Individual towels, the desirability of which is unquestioned, were supplied for all or some of the women in three-fourths of the plants. Unfortunately, in a number of the plants reported only common towels were provided.

The type of equipment provided varied greatly, and some quite crude and old troughs or sinks were seen in the older plants, but, on the whole, maintenance and cleanliness were satisfactory. Special instructions with reference to washing hands were posted in some or all of the toilet rooms of 15 of the plants visited. Such reminders, required by law in some States, have considerable educational and hygienic value from the standpoint of the ultimate consumers of the product as well as from that of the workers.

Toilets.—The best standards for toilet rooms require separate facilities and designation for men and women, fully partitioned rooms, seats inclosed on four sides so as to insure privacy, screening so that the interior of the toilet room is not visible from the workroom when the door is open, adequate natural or artificial ventilation and lighting, a floor that is smooth and impervious to moisture, and the provision of at least one seat for every 15 women.

Three-fourths of the plants whose toilet facilities were reported—21 of 28—had a satisfactory ratio of toilet seats to women employed; that is, one seat or more to every 15 women employed. The average is a bit misleading, however, as toilet facilities were not always conveniently located, and while some departments appeared to average far less than 15 women to each toilet seat, others had a much higher average.

In a number of the plants visited, toilet facilities were anything but convenient. Some of the women had to go by way of outside stairways or fire escapes and passageways, or to use walks that led over roofs, to reach the nearest toilet room. Of course, this is especially undesirable in the winter months, and particularly for women employed in warm and humid rooms. In some of the newer plants very fine centralized toilet rooms and general service facilities were found, but in a few places these were the only facilities provided and, although

good, they were unsatisfactory because of their inconvenience. In more than two-fifths of the plants visited, some or all of the seats were not inclosed into separate compartments; some lacked only doors, but complete privacy in toilet rooms seems a reasonable standard. General maintenance, condition of floors, cleanliness, repair, lighting, and ventilation were better in meat packing than in most other industries.

Service facilities.

Cloak rooms.—It is never desirable for women to hang their outer clothing in the workroom, and since most of the women employed in meat packing must change into special work clothes, cloak rooms or dressing rooms are a necessity. These should provide means of safeguarding clothing left there, by lockers or responsible supervision, and the rooms should be clean, convenient to work rooms and lavatory facilities, and well lighted and ventilated. All the plants reported had lockers for some or all of the women. Facilities were not always the same for all departments; some had lockers for certain groups of the women and racks, hangers, or wall hooks for the others. In all but four plants the dressing room was combined with other service facilities, usually the lunch room or lavatory, and in many instances where there was such a combination an uncomfortable degree of crowding resulted.

Women in the kill, offal, and pork-trim rooms, in casings and in sausage making, wore oiled or rubber aprons, and these became spattered and soiled and needed washing each day, so that it was necessary to have a place to hang them for drying. A few plants had sinks for washing aprons and racks to hang them on, but most of them had neglected to make such provision. In several instances during the home interviews women complained of lack of special places to wash and dry their aprons; they objected to putting them into the lockers wet or so soiled as to make the room disagreeable and to attract vermin.

Lunch rooms.—Lunch rooms of some kind were provided in all the plants reported. About three-fourths had cafeterias, where a variety of foods could be obtained at low prices. A few of these were for only certain classes of the employees. Many of the cafeterias were well equipped, and some had a special section set aside for women. Others were little more than lunch counters, where hot food and drinks could be obtained for consumption elsewhere.

Where the lunch facilities were combined with the dressing room or other feature, practically every plant provided tables and chairs or benches, and it was the general practice for women to bring their own lunches and eat them there—in many cases under very crowded conditions. Some of these rooms had steam urns for the women to use in making coffee and tea, and a few had gas plates for cooking. In all but a few of the establishments it was possible to obtain at least a hot drink, and in some departments it was customary to dismiss one or more women a few minutes ahead of time at noon so that they might go to the central cafeteria or lunch stand and obtain coffee and whatever food was desired for the group. Small tin lard pails marked "coffee" were much in evidence at lunch time. Many of the plants had arrangements also for the selling of coffee during the morning rest period, which time is used for a light lunch, especially by women working in the chilled rooms. The combined lunch, cloak, rest, and

lavatory facilities usually were under supervision of a matron and were maintained in good condition.

Rest rooms.—Rest periods and the noon recess are much more efficacious in combating fatigue if a rest room is provided, with couches, comfortable chairs, and enough space to give a feeling of relaxation. Only 4 of the plants visited had separate rest rooms; in 18, a cot or a few rocking chairs gave a semblance of a rest room to the combined service facilities, that frequently were crowded. Eight of the plants had no rest-room equipment. All plants had first-aid equipment and emergency cots for use in case of accident or severe illness, but these were not available for the few minutes' rest and relaxation that sometimes makes it possible for a woman to stay on for a full working day when otherwise she must go home. Better rest-room facilities quite generally were needed.

Medical-service department.—Since physical fitness has a direct bearing on efficiency, many firms feel that it is worth while to eliminate the unfit by requiring a physical examination for employment. In meat packing, the rejection of the unhealthy can be justified on the basis of the nature of the product handled and the protection of the meat-consuming public. Physical examinations before employment were required quite generally in the case of men, but the majority of plants did not require an examination of women. In a number of places a cursory examination and questioning of prospective women employees by a nurse was carried out. No periodic or follow-up examinations were reported for employees after they had been accepted, except as a check-up in unusual cases where the continuance of employment depended on an employee's following a definite course of treatment. One company required annual examinations of eyes, which was made without charge by local specialists; when glasses were recommended, they were obtainable at a low cost.

On the whole, the first-aid and medical services in the meat-packing plants surveyed were superior to those found in most industries. Large packing houses have had medical departments for many years, but the nature and extent of health service offered vary greatly with firms and even between plants of the same firm. The size of the plant naturally tends to control somewhat the number on the medical staff. One Chicago plant reported a staff of 10 doctors, and it was stated that a doctor was always on duty there. Small and medium-sized plants had not always a full-time doctor on the staff, but frequently a doctor was on duty for a number of hours in the morning and was subject to call at other times. One or more nurses were employed by all but two relatively small plants, and these reported that injured or ill employees were taken in company cars to a near-by doctor, or the doctor was called to the plant. In most of the establishments the first-aid rooms were well equipped, and many really were equivalent to emergency hospitals. In addition to the facilities for emergency care, a few had quite elaborate equipment and apparatus for taking X rays and for giving therapeutic light and electrical treatment.

In all plants there was a rule that any injury, no matter how slight, must be given first-aid treatment so as to avoid infection, and in all cases employees were free to visit the first-aid rooms for treatment for colds, headaches, and minor illnesses. Employees were at liberty to consult the doctor on any matter pertaining to their own

health while on duty in the plant, and in one establishment with a good-sized medical department the practice of employees bringing their children and other members of the family for health advice was countenanced, although there was no company policy covering this extension of the medical service. Home-nursing service for the employee only—not her family—was effected by one firm through its group-insurance scheme. In some plants, doctors made home calls when employees were injured or known to be ill. Only one or two plants were giving dental service at the time of the survey, and this was confined to extractions, simple fillings, and work of a prophylactic nature. Some reported having had dental service during the war, when emphasis had been put on all health service, but they had discontinued it because of the cost and the objections of local dentists.

PART V.—THE WORKERS

It is of interest to know something of the personal history of the women studied in the slaughtering and meat-packing industry—to discover what proportion were foreign born and of what nationalities, and, if the departments where they worked or the localities in which they lived showed appreciable differences, which were more likely to have native white, foreign-born, or colored women; what were the ages of most of the women employed, and whether these differed with department or locality; what proportion were single and what married, and whether departments or localities showed any notable differences in the employment of single or married women; and what had been the industrial experience of the workers.

NATIVITY AND RACE

The summary following shows the numbers of women reported as native white, foreign born, and colored, by department.

Department	Number of women whose nativity and race were reported	Number who were—		
		Native white	Foreign-born white	Colored
All departments.....	5, 873	3, 143	1, 978	1 752
Kill.....	208	106	25	77
Offal.....	435	109	64	262
Beef casings.....	105	40	32	33
Hog and sheep casings.....	366	145	116	105
Pork trim.....	843	293	490	60
Sausage casings.....	292	78	179	35
Sausage manufacturing.....	1, 139	540	544	55
Sausage pack.....	338	228	94	16
Smoked meat (other than sliced bacon).....	362	285	71	6
Sliced bacon.....	944	792	138	14
Canning.....	391	182	159	50
Lard, butter, butterine, and cheese.....	314	256	44	14
Other.....	136	89	22	25

¹ Includes 5 Indians.

More than one-half of the women reported were native white, about one-third were foreign born, and over one-tenth were colored, the last named including a very few Indians. Appendix Tables I and II give in greater detail the nativity of the women reported in the various departments. From these details it appears that, roughly, 80 per cent of the women in sliced bacon,¹ smoked meat, and lard making, as well as of those in a department employing a much smaller number of women—fancy-meat cooler—were native white women. This nativity group also formed one-half or more in the kill and sausage-pack departments and approached one-half in the canning department.

Of the practically 2,000 foreign-born white women, more than one-half were in pork-trim and sausage manufacture. In the latter the

¹ Includes a relatively small number of women slicing meats other than bacon.

numbers of native white and of foreign-born women were practically the same, this being true also of its largest subgroup—the manufacture of fresh sausage. Comparatively few foreign born were found in the kill, lard, offal, and sliced-bacon departments.

Of the 752 colored women, practically one-half were in two departments, offal and hog and sheep casings, but the former had two and one-half times as many as the latter. No other department approached these in number of colored women.

The offal department, with about 60 per cent colored women, had the smallest porportion of native white women in any department but fresh sausage casings—25 per cent.

In beef casings and in hog and sheep casings the proportions of the three races and nativity groups were more nearly similar than in the other departments.

The largest group of foreign-born women—more than one-fourth of those with country of origin reported—had come from Poland. Between 10 and 15 per cent each had come from Austria and Lithuania. If the women of Slavic origin be combined—those from Czechoslovakia, Lithuania, Poland, Russia, Ukraina, and Yugoslavia—they will be found to form 60 per cent of the foreign born with country of birth reported, and in addition many of those reported as coming from Austria undoubtedly were Slavic.

If the nativity of women be considered by city, it will be found that practically all the women in Ottumwa and Austin were native white, as were the majority everywhere except in Chicago and the California cities. In Chicago 47.2 per cent of the 1,483 reported were foreign born, and the proportion of colored women was higher, of native white women lower, than in any other community. This city had over one-half of the Polish and Lithuanian women reported, and groups of Russians and Irish larger than in any other place. In Los Angeles and San Francisco, where two-thirds of the 167 reported were foreign born, these were mainly Mexicans and Italians.

The nativity groups in the various cities were as follows:

City	Number of women for whom country of birth was reported	Number who were—			
		Native white	Foreign-born white		Colored
			Total	Slavic	
All cities.....	5,818	3,143	1,923	1,154	1,752
Chicago.....	1,483	428	700	550	355
Denver.....	84	58	26	11	11
East St. Louis.....	413	256	98	74	59
Fort Worth.....	229	196	8	1	25
Kansas City.....	743	394	243	124	106
Los Angeles and San Francisco.....	167	56	111	1	1
Omaha.....	620	332	240	168	48
Ottumwa and Austin.....	287	283	4	1	1
St. Joseph.....	154	89	54	20	11
St. Paul.....	938	599	249	81	90
Sioux City.....	700	452	190	133	58

¹ Includes 5 Indians.

Even with the omission of those reported as being from Austria, women of Slavic origin formed well over three-fourths of the foreign-born in Chicago whose country of birth was reported, at least 70 per

cent of those in East St. Louis and in Sioux City, in the latter of which Russians and Lithuanians prevailed; they formed over 65 per cent in Omaha, where Polish and Czechoslovakian women formed the chief groups. In Kansas City slightly over one-half of the foreign-born women were Slavic—chiefly from Poland. In St. Paul about one-third were Slavic—mostly Polish and Russian.

On the whole, the foreign-born women reported had been in the United States a long time. Nearly 70 per cent of them had been here for 15 years or longer, and fewer than 6 per cent had arrived within the past 5 years. In practically every department the largest group had been in the United States at least 15 years.

For 442 foreign-born women visited in their homes, reports were secured as to whether or not they spoke English. Of this number only 75 women (17 per cent) did not speak English, the proportions being highest among Russians, Poles, and Lithuanians—more than one-fourth of those in the two groups last mentioned. In Chicago nearly one-third of the 212 foreign born reporting on this did not speak English, but in the other cities the proportions were very small. Considered by department, over one-fifth of the 90 women reported in sausage manufacture and over two-fifths of the 61 reported in sausage casings—the majority of whom were in Chicago—did not speak English.

AGE

Of the 5,785 women whose ages were ascertained, more than two-fifths were 20 and under 30 and nearly one-third 30 and under 40. The median of the ages fell in the 25-and-under-30-year group. Only a very small proportion of the women were under 18, and less than 1 per cent were 60 and over. Table III in the appendix shows by department the numbers of women in the various age groups. Data in this table may be summarized as follows:

Department	Number of women whose age was reported	Per cent of women whose age was—			
		Under 20 years	20 and under 30 years	30 and under 40 years	40 years and over
All departments.....	5,785	14.6	41.9	29.0	14.5
Kill.....	198	16.7	42.9	32.3	8.1
Offal.....	410	8.0	38.8	40.7	12.4
Beef casings.....	99	7.1	35.4	27.3	30.3
Hog and sheep casings.....	353	16.1	43.1	26.9	13.9
Pork trim.....	830	6.0	28.8	42.9	22.3
Sausage casings.....	291	8.2	23.4	34.7	33.7
Sausage manufacturing.....	1,128	10.1	40.7	34.4	14.8
Sausage pack.....	340	16.8	53.8	19.7	9.7
Smoked meat (other than sliced bacon).....	363	16.8	55.1	19.8	8.3
Sliced bacon.....	944	27.8	51.6	14.7	5.9
Canning.....	381	10.8	32.5	32.8	23.9
Lard, butter, butterine, and cheese.....	315	27.9	54.9	13.3	3.8
Other.....	133	11.3	45.1	27.1	16.5

Sliced bacon, one of the great woman-employing departments, and lard and butter making, also important but with only one-third the number of women in sliced bacon, had the largest proportions of the younger American white women. In each case over 60 per cent of the women were under 25 and more than 80 per cent of the women having nativity reported were American-born white. In two other

departments, fresh-sausage packing and smoked meat, over one-half of the women were under 25. In this connection it may be well to state that the employment of considerable numbers of women in the sliced-bacon department has taken place rather recently, this having resulted from changes in method within the business, due to marketing practice and consumer demand.

Only about one-third of the women in sausage manufacture were under 25, but an additional 18 per cent in the next age group brings the total under 30 years to more than one-half. Fifty per cent of those in sausage pack were under 25 and about 20 per cent were in the next group, making a total of over 70 per cent who were under 30.

Only in sausage casings were as many as one-third of the women 40 or more years of age, beef casings following with 30 per cent, but women who were at least 30 prevailed in seven reported departments.

The smallest cities and Denver and St. Paul were those in which the younger women prevailed, about 54 per cent in each case being under 25. In East St. Louis, Sioux City, Omaha, Fort Worth, and the California cities, one-half of the women were under 30. In Kansas City, Chicago, and St. Joseph women somewhat older formed the chief groups, in each case about three-fifths of those reported being 30 or beyond and more than one-fifth being at least 40.

MARITAL STATUS

Table IV in the appendix shows the marital status of the 5,798 women for whom this information was secured. Over 60 per cent of those reported in the entire study either were or had been married. There were only two departments in which over half the women were single—sliced bacon and lard; and there were only three others in which as many as 40 per cent were single—smoked meat, fresh-sausage pack, and glue. The largest proportions of the women who were or had been married were in pork trim, beef casings, dry-sausage casings, and cooked meat—the percentages ranging from 80 to 71. One of the smaller firms reported that the employment office made no distinction between single and married women, but that “married women make good workers,” and the foreman of the smokehouse would not have single girls. There was little difference between fresh and dry sausage in the proportion of the women employed who were or had been married. In the sausage departments the packing operations employed the largest proportion of single women—a little over two-fifths of those who worked there—and casings the smallest proportion—about 28 per cent of those so employed.

In no city were single women in the majority, but they formed very nearly half of those reported in St. Paul, the two California cities, and Denver, and 40 per cent of those in East St. Louis. The largest proportions of women who were or had been married were in St. Joseph, Kansas City, and Sioux City, in each case over 70 per cent.

INDUSTRIAL EXPERIENCE

Information on industrial experience was obtained from the women visited in their homes.

Actual time in the industry.

A consideration of the actual time spent in the industry shows that ordinarily the women interviewed had been so employed for long

periods. Of 760 women reporting, over one-half had had actual time in meat packing of 5 years or longer—nearly one-fifth had been so employed for 10 years or more. The proportion of those who had worked less than a year was very small. The summary that follows shows for departments having 50 or more women the actual time these women had been in the industry.

Department	Number of women reporting actual time in the industry	Per cent whose actual time in meat packing was—					
		Under 1 year	1 and under 5 years	5 and under 10 years	10 and under 15 years	15 years and over	5 years and over
All departments ¹	760	6.7	40.8	33.9	13.6	5.0	52.5
Pork trim.....	117	2.6	29.1	47.0	20.5	.9	68.4
Sausage casings.....	67	4.5	25.4	44.8	13.4	11.9	70.1
Sausage manufacturing.....	125	4.0	32.8	36.8	15.2	11.2	63.2
Sausage pack.....	61	4.9	45.9	31.1	16.4	1.6	49.2
Sliced bacon.....	130	15.4	54.6	20.8	5.4	3.8	30.0
Canning.....	55	7.3	43.6	30.9	10.9	7.3	49.1
Other.....	113	6.2	51.3	25.7	14.2	2.7	42.5

¹ Total includes 92 women in departments not shown separately.

In a department that is relatively new in the industry—sliced bacon—70 per cent of the women had worked under five years, more than 15 per cent less than one year. No other group had such figures for recent employment. In the other departments shown separately, from 46 to 70 per cent of the women had had actual time in meat packing of five years or more. Ten years at least had been worked by over one-fifth of the women in each of four chief departments—sausage manufacture, sausage casings, offal, and pork trim; in the first two, over one-tenth had seen actual experience of 15 years or longer.

In Chicago nearly one-fourth of the women had been in the industry 10 years or longer, over three-fifths of them 5 years or more. In Kansas City only a little more than one-half of the women had worked as much as 5 years, less than one-fifth as much as 10 years. In each of the other cities fewer than 100 women were reported, and in each case one-half or more had worked less than five years.

Over-all time in the industry.

The foregoing discussion has dealt with the actual time the women visited had worked in meat packing. Other tabulations were made of the over-all time in the trade—the time from the first work done in the industry to the date of the visit of the Women's Bureau agents. These show that over 60 per cent of the women reported an over-all time in the trade of as long as 5 years, and for 14.1 per cent—about one-seventh of the whole—the over-all was 15 years or more. There is no way of measuring to what extent the loss of time, as indicated by the discrepancies between over-all and actual, was due to slack work and to what extent to personal causes. When the various causes contributing to loss of time are considered, it is remarkable that actual time in the trade corresponded with over-all time for so large a proportion of women as was the case—67 per cent.

The tabulation following shows what per cent of the women with over-all time as specified actually had been so employed for the entire period.

Over-all time in the industry	Number of women reporting actual and over-all time in the industry	Women whose actual time was the same as their over-all	
		Number	Per cent
All periods.....	754	505	67.0
Under 1 year.....	36	23	(¹)
1 and under 5 years.....	259	201	77.6
1 and under 2 years.....	73	63	86.3
2 and under 3 years.....	65	53	81.5
3 and under 4 years.....	59	43	72.9
4 and under 5 years.....	62	42	67.7
5 and under 10 years.....	214	165	77.1
10 and under 15 years.....	139	78	56.1
15 years and over.....	106	38	35.8

¹ Per cent not computed; base less than 50.

Of the women whose over-all in meat packing had been one and under five years, 77.6 per cent had actually worked for that length of time, as had 61 per cent of those employed five years or more. The remaining 22.4 per cent and 39 per cent, respectively, had lost some time, and in a good many of these cases the loss had been considerable. Of those whose over-all time in meat packing was 5 and under 10 years, 6 per cent actually had worked there less than 3 years, 12.6 per cent less than 4 years. Of those whose over-all time was 10 and under 15 years, 5 per cent had been actually employed less than 5 years. Of those connected with the industry for 15 years or longer, 7.5 per cent actually had been at the work for less than 5 years, 41.5 per cent for less than 10 years.

Time actually worked was the same as the over-all period for more than 75 per cent of the 294 women reporting in Chicago and for over 60 per cent of the 190 reporting in Kansas City. This information was reported by only relatively small numbers in the other cities.

Women whose experience was in one department only.

The statement was made by more than one employment manager that women ordinarily opposed transfers and greatly preferred to continue work in the same department. Not far from one-half of the women interviewed said they had worked in only one department all the time they had been in meat packing. Of those who reported having had their entire meat-packing experience in but one department, one-sixth had had such actual employment for 10 years or longer. The proportions of women who had been in one department only are shown by such department in the statement following:

Department	Number of women reporting actual time in department	Women reporting actual time worked whose entire experience had been in one department ¹	
		Number	Per cent
All departments.....	760	362	47.6
Offal.....	49	19	(²)
Pork trim.....	117	60	51.3
Sausage casings.....	67	34	50.7
Sausage manufacturing.....	125	57	45.6
Sausage pack.....	61	30	49.2
Smoked meat (other than sliced bacon).....	43	19	(²)
Sliced bacon.....	130	63	48.5
Canning.....	55	36	65.5
Other.....	113	44	38.9

¹ There is some interchange of workers among the departments, but it is probable that the women consider themselves as belonging definitely to the department where most of their work lies.

² Per cent not computed; base less than 50.

Of the larger departmental groups, 51.3 per cent of the women in pork trim, 48.5 per cent of those in sliced bacon, and 45.6 per cent of those in sausage manufacture had had experience in one department only. Unpublished data show that in sausage manufacture a large number of those whose time in meat packing had been all in one department had worked for 10 years or longer.

Employment of women other than in meat packing.

Nearly half the women reporting their industrial experience had worked in other industries as well as in meat packing. That the proportion of women who had had experience other than meat packing was much the greatest among the foreign-born women—82.1 per cent had done other work—may be seen from the following summary:

Nativity	Number of women reporting industrial experience and nativity	Women who had had—		
		Experience in meat packing and other work		No experience but in meat packing
		Number	Per cent	
All groups.....	¹ 852	419	49.2	433
Native white.....	298	181	60.7	117
Foreign born.....	140	115	82.1	25
Colored.....	414	123	29.7	291

¹ For 6 women nativity was not reported.

It is of interest to see in what types of work other than meat packing the women had been engaged, and the summary following shows this by chief occupational group.

Occupational group	Cases of employment in industries other than meat packing							
	All women		Native white		Foreign-born white		Colored	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All groups ¹	545	100.0	244	100.0	153	100.0	148	100.0
Manufacturing.....	235	43.1	145	59.4	71	46.4	19	12.8
Bags.....	31	5.7	16	6.6	15	9.8	-----	-----
Clothing.....	34	6.2	19	7.8	12	7.8	3	2.0
Food.....	79	14.5	55	22.5	18	11.8	6	4.1
Other.....	91	16.7	55	22.5	26	17.0	10	6.8
Domestic service.....	135	24.8	21	8.6	43	28.1	71	48.0
General mercantile.....	22	4.0	18	7.4	3	2.0	1	.7
Hotel and restaurant.....	69	12.7	30	12.3	22	14.4	17	11.5
Laundry.....	52	9.5	12	4.9	5	3.3	35	23.6

¹ Totals exceed details, as only the chief occupational groups are shown.

This summary shows that in much the largest number of cases native white and foreign-born women had been in manufacturing and that the largest groups of these had worked in food industries. Domestic service had afforded the employment in nearly one-half of the cases of colored women and more than one-fourth of those of the foreign born, but very few native white women had done such work. There was little difference among the nativity groups in the proportions with hotel and restaurant experience. In the cases of colored women's employment, nearly one-fourth had been in laundries.

Among the Slavic women reported, about 30 per cent of the cases of employment had been in industries other than meat packing, about one-half in manufacturing, and nearly three-tenths in domestic and personal service.

PART VI.—EARNINGS AND HOURS IN THE CURRENT WEEK

EARNINGS OF ALL WOMEN REGARDLESS OF SYSTEM OF PAYMENT OR TIME WORKED

Median week's earnings.

Table V in the appendix gives, by department, the earnings distribution of 5,093 women in the current week studied,¹ and the following brief summary of these earnings data is of interest here.

Department	Total number of women reported	Median of the week's earnings	Per cent of women who received—	
			Less than \$12	\$25 and over
All departments.....	5,093	\$16.85	10.3	6.6
Kill.....	115	15.05	12.2	7.0
Offal.....	281	16.55	12.1	1.8
Casings, beef.....	80	18.15	7.5	5.0
Casings, hog and sheep.....	251	16.40	10.0	3.2
Fancy-meat cooler.....	38	16.70	13.2	2.6
Pork trim.....	695	20.40	10.1	23.3
Sausage casings.....	274	19.40	3.7	8.0
Sausage manufacturing.....	1,094	17.50	6.9	7.1
Sausage pack.....	311	16.45	5.5	3.2
Smoked meat (other than sliced bacon).....	280	16.25	13.2	3.9
Sliced bacon.....	929	15.20	17.2	2.2
Cooked meat (ham and meat loaf).....	39	14.95	12.8	-----
Canning.....	444	16.40	6.1	1.6
Lard, butter, butterine, and cheese.....	223	15.15	13.0	-----
Glue.....	33	15.50	21.2	-----
Miscellaneous.....	6	(1)	(1)	(1)

¹ Not computed, owing to the small number involved.

This summary shows that one-half of the women earned more, one-half less, than \$16.85, the median of the figures reported without regard to time worked. (For earnings and time worked, see p. 72.) Of these workers, more than one-fifth were in sausage manufacturing, not far from that proportion were in the sliced-bacon department, and nearly one-seventh were pork trimmers. Besides the women in these departments, there were from 4 to nearly 9 per cent in each of the following: Canning, sausage packing, offal, smoked meat, sausage casings, hog and sheep casings, and lard and related products. These may be considered the chief woman-employing departments in the discussion immediately following. The median of the week's earnings was found to be relatively high in two of the three largest woman-employing departments, sausage manufacture and pork trim, in which it was respectively \$17.50 and \$20.40; in the third—sliced bacon—the women reported had the relatively low median of \$15.20. The highest median in any department was that of the pork trimmers cited, which is not surprising, as the group probably contained a larger number of comparatively skilled workers; the lowest was \$14.95, for women in a department employing less than 1 per cent of those reported—cooked meat.

¹ For date of the current week, see p. 5 in the introduction.

Of the other chief woman-employing departments listed, women in sausage casings had a high median—\$19.40; those in smoked meat, canning, sausage pack, offal, hog and sheep casings, and lard had each a median of earnings below that of all women reported and ranging from \$15.15 to \$16.55. In the departments that employed somewhat fewer women, those in beef casings had the relatively high median of \$18.15 and those in the cooked-meat, kill, and glue departments had low medians, \$14.95, \$15.05, and \$15.50, respectively. While the median for the fancy-meat-cooler department was higher, it was below that of all women reported.

Proportions of women earning certain amounts.

While the median figure is an important indicator of the standard of earnings in a department, it should be supplemented by some consideration of the proportions of women that receive relatively high or low amounts. Of the women reported, 10.3 per cent had earned less than \$12 in the week, and only 6.6 per cent had earned as much as \$25. The inadequacy of such earnings for a woman's expenses appears the more striking when it is considered that in the present study, while only 7.7 per cent of the women reporting were living independently of the family group, over 10 per cent of those visited in their homes were the sole support of the family, and in over one-fourth of these cases the family consisted of four or more persons. Nearly 30 per cent of the women were entirely self-supporting or were the sole family support.²

The pork-trim department was the only one in which a very considerable proportion of the women—nearly one-fourth—earned as much as \$25; but even in this, the best-paying department, over one-tenth of those reported had received less than \$12 in the week. To mention only the largest woman-employing departments, sums so small were received by still larger proportions of the women reported in offal (12.1 per cent), in lard (13 per cent), in smoked meat (13.2 per cent), and by 17.2 per cent of the women in sliced bacon.

Median week's earnings in various cities.

The medians of the week's earnings by department and by city are shown in Table VI in the appendix. For all women reported in each city, the medians are as follows:

City*	Number of women reported	Median of the week's earnings
Ottumwa and Austin (10,000 and under 50,000).....	210	\$13.80
East St. Louis (50,000 and under 100,000).....	444	15.80
St. Joseph (50,000 and under 100,000).....	158	19.75
Sioux City (50,000 and under 100,000).....	271	18.20
Fort Worth (100,000 and under 200,000).....	232	14.90
Kansas City (100,000 and under 200,000).....	905	17.50
Omaha (100,000 and under 200,000).....	587	16.50
Denver (200,000 and under 300,000).....	83	14.30
St. Paul (200,000 and under 300,000).....	367	17.80
Los Angeles and San Francisco (500,000 and under 600,000).....	237	16.75
Chicago (1,000,000 and over).....	1,599	17.40

* Listed by size; population as reported in 1920 census.

² For a discussion of women's responsibilities, see Women's Bureau Bulletin 75, What the Wage-Earning Woman Contributes to Family Support.

According to the foregoing, the highest median of earnings was \$19.75, that for St. Joseph. Next came, in the order named, Sioux City, St. Paul, Kansas City, and Chicago. The smallest cities, Ottumwa and Austin, paid the least, the median being nearly one-third below the highest figure—that of St. Joseph—and nearly one-third below the next highest—that of Sioux City.

Earnings in the departments employing the largest numbers of women, as they may have affected the standard of earnings in any particular locality, and without regard to hours worked are summarized in the paragraph following.

The cities with the highest medians are these:

St. Joseph.—The largest group of women was in the pork-trim department with a comparatively high median. The next largest group was in fresh-sausage manufacture with a median lower than for most of the other cities. The median for all women, without regard to department, was the highest figure for any city, exceeding by \$1.55 the median for Sioux City, which ranked second. However, only Denver had a smaller group of women than the total for St. Joseph.

Sioux City.—The largest group of women was in the pork-trim department, usually well paid, and the next was in fresh-sausage manufacturing. In each of these the median of earnings was above that of all the women reported in the same department in all cities combined; in the latter it was as much as 21 per cent above.

St. Paul.—The largest group of women manufactured fresh sausage, and their median was over 14 per cent higher than that of all women so engaged in all cities; almost as many were pork trimmers, with a median well below those so employed in all cities.

Kansas City.—The largest group was formed by the pork trimmers, with the highest median recorded except for one small group in Chicago. There were large numbers in the fresh-sausage-manufacturing and sliced-bacon departments, and their medians were below those of all women so engaged.

Chicago.—The largest numbers were in sliced bacon, ordinarily low paid, and in canning, not one of the best-paid departments, and in each case the Chicago median was somewhat below the median of all women so employed. Considerable numbers were in the pork-trim and the fresh-sausage and dry-sausage manufacturing departments, and in each of these the median was somewhat higher than that of all women so engaged.

The cities with the lowest medians are these:

Ottumwa and Austin.—An important point contributing to the low earnings in the two smaller cities was that no women were employed in the usually high-paid pork-trim department. However, in every department for which a median has been computed, the figure is far below that for the women in the same department in all cities.

Denver.—More than one-third of the 83 women reported were in fresh-sausage manufacture, and their median was lower than that in the same department in any other city.

Fort Worth.—The largest group of women was in the sliced-bacon department—about 45 per cent—with a median lower than that for the city as a whole and considerably lower than the median for all women in this department.

East St. Louis.—The largest group was in the pork-trim department, but their median was about 10 per cent below the median of all women so employed. Almost as many women were in fresh-sausage manufacture, with virtually the same median as that for all women in this department. The next largest group—more than one-seventh of the women—was in the sliced-bacon department, usually low paid, but here the median was slightly higher than that for all women so employed.

Omaha.—The largest number was for the group of women in fresh-sausage manufacturing. Their median was slightly above that of all women so engaged, but the median of the group of women next in size—those in hog and sheep casings—was more than 10 per cent below that of the women in the same department

in all cities combined. In sliced bacon the median again was somewhat higher than that for the entire group.

San Francisco and Los Angeles.—The largest group of women reported in the plants visited in these two cities was in sliced bacon, a department usually low paid but in this instance having a median practically \$2 above that of women in all cities combined. The group next in size was in fresh-sausage manufacturing, and their median was well below that of all women so engaged. In the several departments reported, the median ranged from \$0.25 to \$1.15 above the minimum wage for adult experienced women fixed by law in California—\$16. Usually it was not strikingly high in relation to other cities, since meat packing is, on the whole, rather better paid than are some of the other industries that employ large numbers of women.

Median week's earnings in various firms.

Unpublished material shows that, for all cities, the median of earnings was \$17.15 for the four largest firms together. The highest median of earnings in any of the large firms studied was \$18.55, and the lowest was \$16.45. The median for the six smaller firms taken together was only \$14.70.

A study of the departments reveals further differences among the firms. If the larger departments be considered separately, it is found that in every large firm, as well as in the smaller ones combined, the median of earnings for the pork-trim department was above that of all women in the firm. The same was true of sausage casings and of sausage manufacturing in each large firm but not in the smaller ones combined; also in offal, in two firms. In smoked meat and sliced bacon, the department median was below that of all women in each large firm as well as in the smaller ones combined. In one firm there was a striking difference in the earnings according to whether fresh or dry sausage was made, the median for the workers in the former being \$15.95, in the latter \$22.90. In another firm, fresh-sausage packers had a median of \$16.45, dry-sausage packers one of \$18.50. In canning, the median in the smaller firms was above that of all women, but in two of the three large firms having this department the median was below that of all women.

Average hourly earnings.

A summary from Tables VII and VIII in the appendix shows that the average hourly earnings of all women reported were as follows:

Average hourly earnings	Women	
	Number	Per cent
All amounts.....	4,959	100.0
20 and under 25 cents.....	7	.1
25 and under 30 cents.....	207	4.2
30 and under 35 cents.....	1,629	32.8
35 and under 40 cents.....	1,241	25.0
40 and under 45 cents.....	985	19.9
45 and under 50 cents.....	488	9.8
50 and under 55 cents.....	246	5.0
55 and under 60 cents.....	74	1.5
60 cents and over.....	82	1.7

Of the women in this summary, almost one-third had average earnings of 30 and under 35 cents an hour, one-fourth averaged 35 and under 40 cents, and about one-fifth 40 and under 45 cents. Nearly 80 per cent of the women were in these three groups, which would represent earnings of \$12 to \$18 for a 40-hour week.

EARNINGS UNDER DIFFERENT SYSTEMS OF PAYMENT

Systems of payment in use.

Up to this point total week's earnings have been discussed, and this included data for timeworkers, pieceworkers, and workers employed under some form of incentive scheme whereby they earned a regular rate plus a production bonus. Firms vary in their methods of payment, and even in the same establishment methods vary by department and sometimes by occupation within the department. One of the large firms and most of the smaller firms make payment simply for straight timework or piecework. In all other firms, workers receiving a bonus were reported, and where the weekly earnings are in the higher ranges the bonus ordinarily forms a considerable proportion of the total.

In most cases the Bedaux³ or a similar incentive plan is used. Under such systems the standard of production for a particular job is set by time studies and this standard represents 100. A certain per cent of efficiency, say 60, is required of the worker, and for this the regular time rate is paid; for any excess of production beyond that point the worker is paid a certain per cent of that rate—it may be 25 per cent, it may be 80. Thus the piece rate is less for the increased output than for the standard, which differs from bonuses as commonly understood. The system may be used for individual work or for the work of a group or "gang," of which the members perform successive steps in one process. In meat packing it frequently is applied to a gang, especially in certain departments, and sometimes the women complained that new girls or slow workers cut down the bonus the group was able to make. Where the Bedaux or a similar system is most fully or effectively in operation, foremen and supervisors share in the bonus earned by the group. While this is designed to insure their cooperation with workers in the effort to increase production, it is quite likely to result in a tendency to speed up.

Extent of the use of a bonus system.

The extent to which a bonus system of some kind is in use in the departments employing women in meat packing and the proportion of these women who received the bonus in the current week may be seen by the following.

³ Carver, Arthur H. *Personnel and Labor Problems in the Packing Industry*. 1928. pp. 128-130.

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TABLE 2.—Number and per cent of women in firms having the task-and-bonus system, by department

Department	Total number of women reported	Women in firms having the task-and-bonus system		
		Total number	Women receiving bonus in current week	
			Number	Per cent of all women in firms paying bonus
All departments.....	5,101	3,686	2,817	76.4
Kill.....	115	40	26	65.0
Offal.....	281	236	147	62.3
Casings, beef.....	80	70	57	81.4
Casings, hog and sheep.....	251	152	124	81.6
Fancy-meat cooler.....	38	35	23	65.7
Pork trim.....	695	545	404	74.1
Sausage casings.....	274	189	168	88.9
Sausage manufacturing.....	1,094	756	551	72.9
Sausage pack.....	311	197	155	78.7
Smoked meat (other than sliced bacon).....	280	198	152	76.8
Sliced bacon.....	929	702	565	80.5
Cooked meat (ham and meat loaf).....	39	30	19	63.3
Canning.....	449	338	262	77.5
Lard, butter, butterine, and cheese.....	226	171	146	85.4
Glue.....	33	22	15	68.2
Miscellaneous.....	6	5	3	(1)

¹ Not computed, owing to the small number involved.

The foregoing shows that 72.3 per cent of the women reported were employed in firms having the task-and-bonus system and that over three-fourths of these had received a bonus in the current week. These women represent 55.2 per cent of all reported. Over three-fifths of the women who had received a bonus were in the four departments of sliced bacon, sausage manufacture, pork trim, and canning. In three of these—pork trim, canning, and sliced bacon—the bonus seemed to be rather generally used. It was received by approximately three-fifths of all the women reported as in these departments, and these constituted 74.1, 77.5, and 80.5 per cent, respectively, of the women in the same processes in the plants having the bonus system. In the latter connection, almost as much may be said for the women receiving a bonus in sausage manufacture, but they constituted only one-half of the very large group so occupied in all plants reporting.

Proportion the bonus formed of total week's earnings.

Tables IX and X in the appendix show for all departments and for the four largest woman-employing departments the proportion the bonus formed of the week's earnings of the women receiving it. For one-fifth of the 2,809 women here reported, the bonus formed 10 and under 15 per cent of the total week's earnings, and the groups for whom it formed 5 and under 10 per cent and 15 and under 20 per cent were nearly as large. For almost one-seventh of the women the bonus was less than 5 per cent of the earnings, but for a larger group than this it constituted 20 and under 25 per cent and for one still larger it was one-fourth or more of the earnings.

The principal percentage groups are shown in the summary next presented:

Week's earnings, including bonus	Number of women reported	Per cent whose bonus formed of the week's earnings—					
		Under 5 per cent	5 and under 10 per cent	10 and under 15 per cent	15 and under 20 per cent	20 and under 25 per cent	25 per cent and over
Total.....	2,809	13.6	18.3	20.1	18.0	14.6	15.4
Under \$10.....	96	22.9	18.8	19.8	13.5	9.4	15.6
\$10 and under \$15.....	551	28.7	37.4	19.6	8.5	3.6	2.2
\$15 and under \$18.....	767	15.4	19.6	24.3	21.8	14.0	5.1
\$18 and under \$20.....	515	10.7	15.0	18.3	24.1	18.4	13.6
\$20 and under \$25.....	680	4.0	8.2	21.3	18.5	21.9	26.0
\$25 and under \$40.....	200	1.5	3.5	6.0	14.5	14.5	60.0

These and other data of the same sort (see under year's earnings, p. 82) show that when high amounts were received, a more considerable proportion was formed by the bonus than when the earnings were low. This was found to be true in the different firms as well as in the various departments.

Average hourly earnings under different systems of payment.

Average hourly earnings and the system of payment were reported for 4,959 women. The distribution of these according to system of payment is shown in the following summary, which also gives the system in the departments reporting the largest numbers of women.

Department	Number of women reported	Per cent of women who were paid by—		
		Time	Task and bonus	Piece
All departments.....	4,959	18.9	67.6	12.8
Offal.....	278	13.7	82.4	3.2
Pork trim.....	666	5.0	71.8	21.2
Sausage casings.....	266	13.5	63.5	22.6
Sausage manufacturing.....	1,067	25.2	59.3	14.0
Sausage pack.....	306	30.1	58.5	11.4
Smoked meat (other than sliced bacon).....	275	30.2	58.5	11.3
Sliced bacon.....	894	13.3	77.5	9.2
Canning.....	432	10.6	72.9	15.7

¹ A small per cent (0.7) were paid by both time and piece. Total exceeds details, as not all departments are reported.

Of the women shown in the foregoing, 67.6 per cent worked under a task-and-bonus system (though not all received a bonus), 18.9 per cent were on timework, and 12.8 per cent were on piecework. Since a task-and-bonus system is superseding timework and piecework systems of payment in several of the firms, it is not surprising that it constitutes much the largest group. However, in pork trim and sausage casings more than one-fifth of the women reported were pieceworkers. In these departments and canning, timeworkers formed the smallest group. In the various departments, from 58.5 to 82.4 per cent of the women reported were paid by the task-and-bonus system.

The actual amount women are able to earn varies considerably with the method of payment. The average hourly earnings of 4,959 women under the different systems are shown by the following:

TABLE 3.—Average hourly earnings, by method of payment

Average hourly earnings	All women reported		Women who were paid by—							
			Time		Task and bonus		Piece		Both time and piece	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All amounts.....	4,959	100.0	937	100.0	3,350	100.0	635	100.0	37	100.0
20 and under 25 cents.....	7	.1	---	---	6	.2	1	.2	---	---
25 and under 30 cents.....	207	4.2	121	12.9	81	2.4	5	.8	---	---
30 and under 35 cents.....	1,629	32.8	631	67.3	885	26.4	107	16.9	6	16.2
35 and under 40 cents.....	1,241	25.0	89	9.5	979	29.2	167	26.3	6	16.2
40 and under 45 cents.....	985	19.9	72	7.7	785	23.4	126	19.8	2	5.4
45 and under 50 cents.....	488	9.8	13	1.4	382	11.4	82	12.9	11	29.7
50 and under 55 cents.....	246	5.0	5	.5	164	4.9	71	11.2	6	16.2
55 and under 60 cents.....	74	1.5	2	.2	45	1.3	24	3.8	3	8.1
60 cents and over.....	82	1.7	4	.4	23	.7	52	8.2	3	8.1

The foregoing indicates that, while the number of women on piecework was smaller than that on either timework or task and bonus, pieceworkers' earnings showed a marked tendency to be higher than those under the other two systems. Four-fifths of the timeworkers earned less than 35 cents, and even the task-and-bonus system had almost 30 per cent of its workers so paid, while less than 18 per cent of the pieceworkers had earnings averaging less than 35 cents. Only about 1 per cent of the timeworkers and less than 7 per cent of those on task and bonus received as much as 50 cents an hour, while these higher earnings went to 23.1 per cent of the women on piecework only.

Tables VII and VIII show the average hourly earnings and systems of payment of the women in the eight departments employing the largest numbers. In four of the eight departments the largest group of pieceworkers had higher average earnings than had the largest group under any other system of payment; in one of these—pork trim—over one-fourth of the pieceworkers earned 60 cents or more, while not more than 3 per cent under any other system of payment had earnings so high. In the offal department there were very few pieceworkers; and in the remaining three the largest groups on piecework and on task and bonus had similar average earnings. The following shows the proportions of women who had average hourly earnings of 40 cents or more under each system of payment in these departments:

Department	Per cent of women whose average hourly earnings were 40 cents or more under—		
	Timework	Task and bonus	Piecework
Offal.....	39.5	27.5	(1)
Pork trim.....	12.1	67.4	74.5
Sausage casings.....	2.8	80.4	73.3
Sausage manufacturing.....	6.3	52.0	59.1
Sausage pack.....	-----	27.9	48.6
Smoked meat (other than sliced bacon).....	7.2	30.4	67.7
Sliced bacon.....	28.6	27.1	36.6
Canning.....	6.5	31.7	44.1

¹ Not computed, owing to the small number involved.

In six of the eight departments a larger proportion of women had average earnings of 40 cents or more under the task-and-bonus system than under timework, but a still larger proportion of the pieceworkers had such earnings. The greatest differences between piecework and task and bonus in the proportions averaging 40 cents or more were in the smoked-meat and sausage-pack departments, where the differences were about 37 and 20 per cent, respectively.

The extent to which the three systems of payment were in use in the various cities is as follows:

City	Number of women reported	Per cent of women who were paid by—		
		Time	Task and bonus	Piece
Ottumwa and Austin.....	¹ 210	78.1	-----	-----
East St. Louis.....	418	22.2	77.8	-----
St. Joseph.....	158	15.2	84.8	-----
Sioux City.....	¹ 266	27.1	39.5	32.3
Fort Worth.....	231	1.3	98.7	-----
Kansas City.....	¹ 895	16.5	52.8	30.5
Omaha.....	¹ 581	23.9	33.7	36.3
Denver.....	¹ 83	31.3	60.2	-----
St. Paul.....	367	9.5	83.7	6.8
Los Angeles and San Francisco.....	237	78.9	17.3	3.8
Chicago.....	¹ 1,579	4.1	93.5	2.0

¹ Details aggregate less than total, because some women worked on both timework and piecework.

In every city but Omaha, where there were somewhat more pieceworkers, and Los Angeles and San Francisco, where there were more timeworkers, the largest group was that of workers on task and bonus, the proportions ranging from 39.5 to 98.7 per cent. No pieceworkers were reported in East St. Louis, Denver, St. Joseph, Fort Worth, or in Ottumwa and Austin combined, and pieceworkers formed the smallest groups in Chicago, St. Paul, and in Los Angeles and San Francisco combined. In Sioux City, Kansas City, and Omaha timeworkers formed much the smallest groups.

Unpublished data show that the same situation found in different departments obtained in the various cities—larger proportions of pieceworkers than of those on any other system of payment had the relatively high average earnings of 40 cents or more an hour. An exception to this was Sioux City, in which smaller numbers were reported than elsewhere; in this city nearly one-fourth more of the women on task and bonus than of the pieceworkers had average hourly earnings of at least 40 cents—64 of the 105 task-and-bonus workers reported and only 32 of the 86 pieceworkers had earnings so high. In Chicago a great difference existed, but the numbers are hardly comparable.

In but one firm, that had only time and task-and-bonus workers, did over half the women under each of these systems receive average hourly earnings as high as 40 cents, and this was the only firm in which a larger proportion of timeworkers than of task-and-bonus workers had such earnings.

Of the 635 pieceworkers reporting average hourly earnings, 518 were employed by one firm. Not quite half of these had earnings averaging as much as 40 cents per hour worked. The firms with comparatively few pieceworkers reported showed much larger proportions to have received such earnings.

Effect of bonus on week's earnings.

It was possible to obtain a small amount of data giving some indication of the effect of the bonus system. Average hourly earnings of 48 women in three cities were ascertained for a period of four weeks before the introduction of the incentive scheme and for the four weeks immediately prior to the close of the survey. These earnings, by department, were as follows:

Department	Number of women	Earnings during 4 weeks—					
		Directly prior to introduction of incentive scheme			Immediately prior to close of survey		
		Total hours worked	Total earnings	Average hourly earnings (cents)	Total hours worked	Total earnings	Average hourly earnings (cents)
Pork trim.....	3	445	\$190.81	42.88	510	\$236.92	46.45
Fresh-sausage manufacturing.....	19	3,201½	1,332.57	41.62	3,405½	1,357.30	40.74
Dry-sausage manufacturing.....	2	404	228.90	56.66	353	132.47	37.53
Sausage manufacturing (kind n. r.).....	8	1,305	545.87	41.83	1,345	495.72	36.86
Smoked meat (other than sliced bacon)....	14	2,227½	672.33	30.18	2,189½	722.03	32.98
Other.....	2	337	110.28	32.72	336	131.95	39.27

For the two departments having the largest numbers reported—fresh-sausage manufacturing and smoked meat—there are shown a decrease of 2.1 per cent and an increase of 9.3 per cent, respectively, in average hourly earnings. The numbers are too small to warrant comparison of the various departments; however, they give a somewhat more valid basis for comparing the effect of the incentive scheme on timeworkers and pieceworkers.

Of the women reported, 28 formerly were pieceworkers and 20 formerly were timeworkers. The following shows the increase or decrease in earnings by system of payment.

Department	Formerly timeworkers		Formerly pieceworkers		
	Number reported	Per cent by which average hourly earnings had—	Number reported	Per cent by which average hourly earnings had—	
		Increased		Decreased	Increased	Decreased
Pork trim.....			3	8.3	-----
Fresh-sausage manufacturing.....	7	21.6	12	-----	11.2
Dry-sausage manufacturing.....			2	-----	33.8
Sausage manufacturing (kind n. r.).....	1	18.3	7	-----	14.7
Smoked meat (other than sliced bacon).....	11	9.0	3	13.4	-----
Other.....	1	31.4	1	8.8	-----

The foregoing shows that in every case the timeworkers' earnings had increased under the incentive scheme, while those of pieceworkers had decreased in three departments. The increases for timeworkers ran from 9 to 31.4 per cent; the decreases for pieceworkers ran from 11.2 to 33.8 per cent. In the department in which the largest number was reported—fresh-sausage manufacture—timeworkers' earnings had increased 21.6 per cent and those of pieceworkers had decreased 11.2 per cent. While the numbers are too small to justify any final conclusion, their showing tends to lend color to the general impression that the bonus increased the earnings of timeworkers but decreased those of pieceworkers. This is reinforced by the findings as to earnings of women under three systems—that earnings of timeworkers ordinarily were lower, earnings of pieceworkers usually higher, than those of the women receiving task-and-bonus payments.⁴

Comments on the bonus.

The statement was sometimes made that the introduction of a task-and-bonus system had meant a raise for some workers, depending on output, but that rates were cut when it was introduced.

If comments made by plant officials and by women visited in their homes be considered, the task-and-bonus system appeared to be as liable as straight piecework to produce physical strain from excessive speed and consequently to increase the accident hazard. One foreman said he hoped it would not be installed in his plant, terming it a "slave-driving system." Another had protested vigorously when a production hourly standard was adopted, following time studies, in his department, as the tendency was to use the output of the fastest workers for the standard, but later he had been able to have the rating based on an average of the output of all workers. Closely related to the speed incident to the bonus system is the factor of its application to women who work in gangs. Complaints frequently were made that new girls or slow workers lessened the output of the group and consequently the earnings of all its members. The following comments on speed, accident, and gang work are taken from the home interviews in various cities:

To make bonus (at teamwork) must wrap 6 pounds a minute, 60 minutes to the hour, and every hour of the day. If you went to the dressing room you had to make it up. (Lard.)

Husband says five men a day cut their fingers for the bonus.

⁴ See p. 66.

Good money on piecework. Bonus spoils stockyards. Boss say "Hurry up! Hurry up!" all the time. Can't make anything. (Sausage manufacture.)

Work like lightning to get bonus. (Sausage pack.)

Works hard as she can. Never leaves the table. If sick, matron gives her a dose. "That's the way you work for a bonus." (Sausage links.)

Could make more since bonus, but it is a group system and are held back by inexperienced girls. Wishes bonus were individual. (Sliced bacon.)

Have to work hard scraping, to make any bonus. (Hog casings.)

No allowance made for new girls; they bring down earnings of all girls at table. (Sausage manufacture.)

The bonus has ruined the place. Only one girl on her job now where they had three, and bonus is hardly ever over \$2, and most of the time is under \$1. (Chipped beef.)

Much of the dissatisfaction with the bonus appeared to be based on a lack of understanding by the workers of the way in which it was calculated and a feeling that payment was unfairly allotted. In 11 of 44 typical cases, the woman said she did not understand the system. Among the comments showing the misunderstanding and dissatisfaction of women, in various cities and in various departments, were the following:⁵

Present bonus system hard to understand. Woman visited said she had done the same kind of work and, to her knowledge, the same quantity, and received different bonuses. "Can't tell what the bonus will be until we get pay." (Pork trim.)

Woman visited can't tell about her bonus. Wishes she could figure it. It is figured on number of hogs, and "they just keep you from knowing how many there are." She asks, but the boss "seems as if he doesn't want to tell." (Offal.)

Can not understand bonus. They never mark it on the board. "I get so tangled up with that bonus man." (Offal.)

Made more money on piecework—never less than \$20 to \$25, and that was seldom. Now it is different, and it seems very hard to be so much poorer. (Pork trim.)

"Bonus is bunk." Liked piecework and made good pay. At first they were told how many pounds they must trim; now can't tell. On a sliding scale, according to how many hogs are cut. (Pork trim.)

Made \$35 to \$40 on piecework—much less now on task and bonus. Women do not understand how the bonus is figured. Get "just what the bosses want you to have." (Sausage manufacture.)

Three girls at 33 cents an hour plus bonus do the work of seven girls at 25 and 28 cents. (Smoked meat.)

A woman of 42 did not understand the bonus, stating that some weeks she works hard and gets only \$1 bonus, next week no harder and gets \$3 or \$4. (Lard.)

A report from one plant gave some details of the effort made by the management to obviate such misunderstanding. After the standard for production in the various occupations had been set and a department in the plant was about to be put on a bonus basis, the employment manager and the man who had determined the standards took a blackboard and, during working hours, they explained how the standard had been arrived at and how the bonus payment would be figured. At the request of the employment manager the efficiency man did not use his slide rule for the calculation of the bonus. This reduced the speed of the operation to such an extent that the employees were able to follow and check the method, and they had time

⁵ Some cases of misunderstanding may have been caused by the fact that wage and bonus weeks are not always the same.

to grasp the idea and ask questions. As a result, the employment manager felt, most of the employees understood the system, and there was little of the hard feeling and criticism that frequently accompanied its installation in other plants.

HOURLY RATES

Hourly rates were reported for timeworkers in various departments in 15 of the 34 plants visited. There were 2,873 women in these departments, including a few on piecework. In the case of women shifted to piecework jobs for part of their time, the rates discussed are their hourly rates when on timework.

The summary following shows that the rates for the women reported ranged from 24 to 52½ cents, which would be from \$9.60 to \$21 for the week of 40 hours,⁶ and from \$11.52 to \$25.20 for one of 48 hours.

Department	Number of workers in the department in which rates were reported	Cents per hour, time rate	
		Highest	Lowest
All departments.....	2,873	52½	24
Offal.....	118	52½	27
Casings, hog and sheep.....	176	52½	27
Pork trim.....	345	50	27½
Sausage casings.....	171	37	24
Sausage manufacturing.....	628	45	24
Sausage pack.....	158	40	27
Smoked meat (other than sliced bacon).....	141	42½	25
Sliced bacon.....	613	45	24½
Canning.....	230	45½	30
Lard, butter, butterine, and cheese.....	121	45	27
Other.....	172	48½	27

The departments in which the hourly rates ran highest—52½ cents—were offal and hog and sheep casings. The highest in pork trim was 50 cents; in sausage casings it was only 37 cents—the least among the maximum rates in effect. The lowest hourly rate found was 24 cents in sausage casings and sausage manufacture; the lowest in sliced bacon was 24½, in smoked meat 25 cents. No hourly rate in canning was below 30 cents or in pork trim below 27½ cents. There was a difference of over 25 cents between the highest and the lowest rates in offal and hog and sheep casings, and of 20 and under 25 cents in pork trim, sausage manufacture, and sliced bacon, but of only 13 cents in sausage casings and in sausage packing, the departments in which rates varied least.

In two of the four large firms reported, the highest rate was 52½ cents, and in one of these the lowest rate was more than 28 cents below the highest. In the other two large firms the highest rates were, respectively, 45 and 45½ cents. Among the various cities the highest hourly rate was in Kansas City and St. Joseph, which also showed the greatest range from lowest to highest; the lowest rates

⁶ The guaranteed-pay period. See p. 72.

found were in Denver and East St. Louis. Data for the various cities may be seen in the following summary:

City	Number of workers in the departments in which rates were reported	Cents per hour, time rate	
		Highest	Lowest
Total.....	2,873	52½	24
East St. Louis.....	329	42½	27
St. Joseph.....	150	52½	30
Fort Worth.....	222	36	24
Kansas City.....	265	52½	30
Omaha.....	394	45½	30
Denver.....	74	35	25
Los Angeles and San Francisco.....	71	45	30
Chicago.....	1,368	48½	30

EARNINGS AND HOURS WORKED

Hours worked in the week.

Tables XI and XII in the appendix give data as to the hours worked in the current week by the 4,960 women for whom this information was reported. Of these, the largest group—23.3 per cent—had worked over 44 and under 48 hours; 16.6 per cent had worked under 40 hours, and about 12 per cent each were in groups that had worked over 40 and under 44 hours and over 50 and under 54 hours.

Owing to the nature of the industry and its dependence to a large extent upon the flow of livestock to the market, there is likely to be considerable variation from day to day and from department to department in the hours of work required. Some plants reported that this did not greatly affect the work of women, but in the cases in which complete annual records were secured by the investigators much fluctuation from week to week had occurred. Most plants made some effort to minimize the more extreme variations. Of 33 plants for which such data were reported, all but 2 or 3 belonging to independent firms—in 1 of which girls were paid for a full day if present any part of the day—guaranteed to pay their workers for a 40-hour week. In a number of cases such a guaranty had been instituted at the time of the Alschuler decision,⁷ and officials sometimes designated it as the “penalty”—penalty against the management for not spreading the work so as to avoid a week of less than 40 working hours. Comments in two plants illustrate this:

Keeps foremen alert; reflects on their efficiency in avoiding extremes.

Foreman has been caught twice and had to pay the guaranty, but it would never happen again, as it was charged against his overhead and affected his efficiency rating.

Although the guaranty system usually applied to both sexes, in practice it was seldom necessary to pay the guaranty to women. The extent to which guaranteed pay was received by the women with year's records reported is shown in Appendix Tables XV and XXXIX. It was observed most commonly in departments employing relatively few women—especially those concerned with or directly dependent

⁷ Federal mediation during the war.

upon killing—and sometimes the rule did not apply to all departments in a plant. If the work in their regular departments was completed, women usually could be shifted elsewhere; and if they refused such transfer for the remainder of a day or other period, ordinarily they forfeited the guaranteed pay. As the chief of the time office in one plant expressed it, "We make an effort to find work for women as long as we have to pay them. When work decreases in quantity, we lay off part of the force." The practice regarding lay-offs was resorted to in many plants to avoid paying the guaranty when work was slack. The lay-off breaks the provision for guaranteed pay but only temporarily reduces the number of the gang. Furthermore, the lay-off does not always break the individual's service record with the firm.

In one plant it was reported that the women in one department had asked for a suspension of the guaranteed-pay plan in order to avoid lay-off, preferring to divide the work and have such pay as they could get. Other comments were: "Guaranty is seldom paid, as the force is reduced temporarily instead, where the need can be foreseen." "When offered work in other departments, women often refuse to transfer."

Most plants required that the worker, to be eligible to receive guaranteed pay, must be present every day in the week, must be on time at work, and must accept transfer to other departments when work in her own was finished. However, in one plant it was explained that the 40 hours meant a daily guaranty of 6 $\frac{1}{2}$ hours, and the policy was to pay a worker who might be sick for part of the week full pay for the days present.

That the guaranty is paid only to a minority is indicated by the fact that three-fourths of the women reported, ranging from 68 to 88 per cent in the cities visited, had worked more than 40 hours in the current week, which was not at the peak season of the year. The distribution of the women in the various cities according to hours worked is as follows:

City	Number of women reported	Per cent of women who had worked—			
		Under 40 hours	40 hours	Over 40 hours	Over 54 hours
All cities.....	4,960	16.6	7.9	75.5	5.9
Ottumwa and Austin.....	164	10.4	2.4	87.2	1.2
East St. Louis.....	419	22.9	7.2	69.9	2.6
St. Joseph.....	158	13.3	2.5	84.2	
Sioux City.....	266	11.3	1.9	86.8	17.3
Fort Worth.....	230	19.6	3.0	77.4	
Kansas City.....	895	16.4	3.5	80.1	4.7
Omaha.....	580	18.8	3.1	78.1	
Denver.....	83	8.4	3.6	88.0	
St. Paul.....	367	19.9	8.2	71.9	21.3
Los Angeles and San Francisco.....	219	10.0	4.6	85.4	
Chicago.....	1,579	16.2	15.8	68.0	7.2

Although in each city the great majority of the women had worked over 40 hours, the foregoing shows that over one-fifth of the women reported in East St. Louis and nearly one-fifth in Fort Worth, Omaha, and St. Paul had worked less than 40 hours. In the last named and in Sioux City large proportions had exceeded 54 hours, and cases of very long hours sometimes were found. No woman

worked over 48 hours in the California cities or Denver and none over 54 hours in Omaha, St. Joseph, or Fort Worth.

In each firm, with one exception, the hours worked by the largest group of women were over 44 and under 48; in the one exception, slightly more women had worked over 50 and under 54 hours. That there was considerable difference in the hours worked in the various firms is indicated by the following:

Firm	Per cent of women reported who had worked—		
	Under 40 hours	Over 40 hours	Over 54 hours
I.....	20.5	74.6	1.4
II.....	12.9	82.4	15.2
III.....	19.2	77.1	4.9
IV.....	17.9	68.2	2.7
Other (smaller firms).....	12.3	84.3	2.1

The proportions of women who had worked over 40 hours ranged from 68.2 to 84.3 per cent; in one firm between one-sixth and one-seventh of the women reported had worked more than 54 hours.

Women who worked maximum weekly hours permitted by law.

In six of the cities included in the survey, data in regard to the hours worked could be compared with the legal regulations as to maximum weekly hours—St. Joseph, Fort Worth, Kansas City, Omaha, St. Paul, and Los Angeles and San Francisco combined.⁸ In these the women who had worked the full legal maximum were as follows:

City	Maximum hours permitted by law	Total number of women reported	Women who had worked the maximum hours permitted by law	
			Number	Per cent
Los Angeles and San Francisco.....	48	219	94	42.9
Kansas City.....	$1\frac{49}{2}$ 54	895	21 84	2.3 9.4
Fort Worth.....	54	230	14	6.1
Omaha.....	54	580	44	7.6
St. Joseph.....	54	158	5	3.2
St. Paul.....	58	367	6	1.6

¹ Maximum ordinarily permitted.

² 200 women had exceeded the maximum ordinarily permitted.

³ Maximum permitted in emergency.

From the foregoing it is apparent that in St. Joseph, Fort Worth, Omaha, and St. Paul the great majority of the women reported had worked less than the hours permitted by law—in the first three over 90 per cent and in St. Paul over 85 per cent. In Los Angeles and San Francisco, where legal hours were considerably shorter than in the other cities, only about 57 per cent had worked less than the full legal maximum. In Kansas City, where the State differs from those just

⁸ Chicago, East St. Louis, Sioux City, and Denver are not discussed here. In regard to Chicago and East St. Louis, Illinois has no weekly limit but fixes the 10-hour day as a maximum. No woman reported from Chicago or East St. Louis worked 70 hours, and only 1 in each case worked as long as 60 hours. Iowa has no hour-law for women. Colorado has no legal weekly limit.

discussed in fixing 49½ hours as the ordinary legal limit but allowing 54 hours for emergency work, three-fourths of the women had worked less than the ordinary legal maximum and about six-sevenths had worked less than the emergency maximum, as compared to over nine-tenths who had worked less than the legal limit in St. Joseph, Fort Worth, and Omaha. The emergency hours in Kansas City were the same as the regular legal limit in St. Joseph, Fort Worth, and Omaha; in Omaha 7.6 per cent of the women had worked these hours. Unpublished data show that the largest racial group that had worked the emergency-hour period in Kansas City was composed of colored women and comprised more than one-third of their number, while over one-tenth of the foreign born and less than 2 in every 100 of the native white women had worked so long.

Week's earnings and hours worked.

The earnings of the women according to the number of hours worked are next presented.

Hours worked	Women re- ported		Women who earned—						Per cent earning \$20 and over
	Num- ber	Me- dian earn- ings	Under \$10	\$10 and under \$15	\$15 and under \$18	\$18 and under \$20	\$20 and under \$25	\$25 and over	
Total.....	4,960	\$16.85	290	1,342	1,392	687	930	319	----- 25.2
Per cent distribution.....	100.0		5.8	27.1	28.1	13.9	18.8	6.4	
Under 40.....	823	11.45	289	406	80	23	23	2	3.0
40.....	391	15.30	1	181	144	32	29	4	8.4
Over 40 and under 44.....	572	16.05		232	174	96	64	6	12.2
44.....	174	17.60		38	60	32	42	2	25.3
Over 44 and under 48.....	1,155	16.45		337	450	171	156	41	17.1
48.....	363	17.55		76	115	92	68	12	22.0
Over 48 and under 50.....	289	18.45		41	87	50	95	16	38.4
50.....	112	19.85		5	35	17	48	7	49.1
Over 50 and under 54.....	606	19.55		22	204	102	212	66	45.9
54.....	182	21.65		4	25	38	69	46	63.2
Over 54 and under 60.....	254	23.70			17	32	114	91	80.7
60 and over.....	39	26.70			1	2	10	26	92.3

The foregoing shows that ordinarily the median of earnings for each group of women was above that of the group just preceding who had worked shorter hours, continuous growth in earnings with increase in hours being broken only by the median of the 44-hour group, which was relatively high, and that of the women who worked over 50 and under 54 hours, which was relatively low.

Table XIII in the appendix shows the earnings by hours worked in four important woman-employing departments—pork trim, sliced bacon, fresh-sausage manufacture, and canning. In each department but pork trim the largest group of women worked over 44 and under 48 hours; 43.5 per cent of these women earned \$15 and under \$18, and 29.5 per cent earned \$10 and under \$15. In pork trim, women who worked over 50 and under 54 hours formed the chief group, followed closely by those working under 40 hours. Of the women with the longer week, over 55 per cent earned \$20 and under \$25; more than half of those with the shortest hours made less than \$10.

Median earnings of women working various hours in these four departments were as follows:

Hours worked	Median earnings of women reported in—			
	Pork trim	Sliced bacon	Fresh-sausage manufacturing	Canning
All hours.....	\$20.20	\$15.15	\$17.25	\$16.40
Under 40.....	9.50	11.20	12.05	12.05
40.....	17.90	14.70	(1)	14.55
Over 40 and under 44.....	18.25	14.85	16.00	16.00
44.....	(1)	17.30	19.90	(1)
Over 44 and under 48.....	19.55	15.65	16.35	16.90
48.....	20.50	17.00	16.95	13.90
Over 48 and under 50.....	20.10	13.80	21.65	17.95
50.....	(1)	(1)	(1)	(1)
Over 50 and under 54.....	22.35	20.20	18.90	18.05
54.....	30.20	(1)	21.35	(1)
Over 54 and under 60.....	27.20	(1)	21.45	(1)
60 and over.....	(1)	-----	27.65	-----

¹ Not computed, owing to the small number involved.

Among the women in fresh-sausage manufacture—as among those in all departments taken together—the median was relatively high for 44-hour workers, relatively low for those who had worked over 50 and under 54 hours. Illustrative of the variations in earnings where piecework and task and bonus prevail is the following situation, that obtained in respect to fresh-sausage manufacture in these hour groups:

Forty-four-hour group.—Of 27 women reported, only 5 were on timework, and 1 was on piecework. Twenty-one were paid by the task-and-bonus system; for 3 of these the bonus formed over 30 per cent of their earnings; for 10 others it was over 20 per cent. All the last named had earned over \$20, the highest \$24.25.

Over-50-and-under-54-hour group.—Of 85 women reported, only 3 were on piecework, 2 of whom had low earnings; 20 were on timework, and all these had earned under \$17.30 (the median for all fresh-sausage workers reported in the entire study). Sixty-two were under the task-and-bonus system, but 24 of these had earned under \$20. Ten had earned no bonus; for 9 others the bonus formed less than 5 per cent of their earnings; and for 7 others it formed less than 10 per cent.

In sliced bacon, the following was the situation among the 44-hour workers, whose median was relatively high:

Of 58 women reported, while 30 were timeworkers, nearly all earning under \$20, 10 were pieceworkers, 4 of whom earned over \$20, the highest being \$24.40; the remaining 18 were paid by task and bonus, and of these the bonus formed over 30 per cent of the earnings for 2 women, at least 25 per cent for 3 others.

Week's earnings and nativity.

Up to the present point the earnings of all women reported have been considered by department, firm, and city. Additional differences appear when the data are separated according to whether the women were native white, foreign born, or colored. The median of earnings for native white women was \$16, for foreign-born \$18.75, and for colored \$16.55. The earnings distribution of those for whom both earnings and nativity were reported is as follows:

Earnings	Native white		Foreign born		Colored	
	Number	Per cent	Number	Per cent	Number	Per cent
All earnings.....	2,240	100.0	¹ 1,666	100.0	² 575	100.0
Under \$10.....	136	6.1	55	3.3	38	6.6
\$10 and under \$15.....	763	34.1	259	15.5	157	27.3
\$15 and under \$18.....	658	29.4	413	24.8	175	30.4
\$18 and under \$20.....	293	13.1	265	15.9	78	13.6
\$20 and under \$25.....	312	13.9	463	27.8	112	19.5
\$25 and over.....	78	3.5	211	12.7	15	2.6

¹ Exclusive of 1 woman receiving bonus but no salary, indicating that the bonus applied to an earlier week.
² Exclusive of 3 women receiving bonus but no salary, indicating that the bonus applied to an earlier week.

The table that follows shows the earnings of women in each nativity group in eight important departments.

TABLE 4.—*Week's earnings, by department and nativity*

Department and nativity	All cities ¹			
	Number of women	Median earnings	Per cent earning—	
			\$20 and over	Under \$10
All departments: ²				
Native white.....	2,240	\$16.00	17.4	6.1
Foreign born.....	1,666	18.75	40.5	3.3
Colored.....	575	16.55	22.1	6.6
Offal:				
Native white.....	43	17.30	37.2	2.3
Foreign born.....	40	18.15	32.5	7.5
Colored.....	172	15.45	19.8	11.0
Pork trim:				
Native white.....	163	18.20	34.4	11.0
Foreign born.....	384	21.65	64.3	3.1
Colored.....	45	18.65	37.8	15.6
Sausage casings:				
Native white.....	67	18.25	32.8	6.0
Foreign born.....	161	20.20	52.2	2.5
Colored.....	35	16.70	14.3	-----
Sausage manufacturing:				
Native white.....	435	16.45	22.8	4.8
Foreign born.....	487	19.10	42.9	2.5
Colored.....	53	18.15	35.8	-----
Canning:				
Native white.....	134	16.00	15.7	2.2
Foreign born.....	147	16.90	15.0	3.4
Colored.....	43	16.20	4.7	2.3
Sausage pack:				
Native white.....	195	16.05	15.9	.5
Foreign born.....	86	16.65	25.6	-----
Colored.....	16	20.40	62.5	-----
Smoked meat (other than sliced bacon):				
Native white.....	195	15.90	6.7	6.7
Foreign born.....	65	16.95	21.5	3.1
Colored.....	6	(³)	(³)	-----
Sliced bacon:				
Native white.....	655	15.20	12.1	7.2
Foreign born.....	124	15.50	22.6	5.6
Colored.....	14	(³)	(³)	-----

¹ Includes all cities.

² Includes also departments not given in detail. All departments having total of over 250 women reported, given in detail.

³ Not computed, owing to the small number involved.

The summary on page 77 shows that 6.1 per cent of the native white women and a slightly larger proportion of the colored women earned under \$10, while only 3.3 per cent of the foreign born earned amounts so low. In the higher ranges, over 17 per cent of the native white women earned \$20 or more, but larger proportions of the foreign born and of the colored had such high earnings—over 40 and over 22 per cent, respectively. Table 4, also on page 77, makes it clear that the proportions in the highest and in the lowest earnings groups differ greatly among the various departments.

Table 5 shows the differences in earnings by nativity and by city. It will be seen that there were only a few foreign-born women in Ottumwa and Austin, and there were no colored women in these towns nor in the California cities, and only a very few in Sioux City.

TABLE 5.—Earnings distribution of women, by nativity and city

City	Number of women reported	Median earnings	Per cent of women who earned—					
			Under \$10	\$10 and under \$15	\$15 and under \$18	\$18 and under \$20	\$20 and under \$25	\$25 and over
NATIVE WHITE								
All cities.....	2,240	\$16.00	6.1	34.1	29.4	13.1	13.9	3.5
Ottumwa and Austin.....	198	13.75	6.1	72.2	15.7	2.0	3.5	.5
East St. Louis.....	233	15.65	8.6	36.1	34.8	13.7	6.9	-----
St. Joseph.....	74	18.60	2.7	17.6	25.7	13.5	36.5	4.1
Sioux City.....	150	16.80	6.0	14.0	42.0	16.7	16.7	4.7
Fort Worth.....	196	14.90	9.7	41.8	29.6	13.3	5.6	-----
Kansas City.....	353	16.75	3.4	28.0	31.4	17.8	15.3	4.0
Omaha.....	308	15.80	7.8	31.5	29.5	6.5	21.4	3.2
Denver.....	55	14.10	3.6	69.1	25.5	1.8	-----	-----
St. Paul.....	218	16.90	9.6	23.9	24.3	19.7	15.1	7.3
Los Angeles and San Francisco.....	53	16.55	-----	18.9	54.7	15.1	11.3	-----
Chicago.....	402	16.65	3.7	30.8	26.9	15.2	16.7	6.7
FOREIGN BORN								
All cities.....	1,666	\$18.75	3.3	15.5	24.8	15.9	27.8	12.7
Ottumwa and Austin.....	3	(1)	-----	(1)	-----	-----	-----	(1)
East St. Louis.....	127	17.30	4.7	25.2	29.9	15.7	19.7	4.7
St. Joseph.....	50	21.00	2.0	6.0	12.0	16.0	54.0	10.0
Sioux City.....	107	20.90	5.6	3.7	15.0	11.2	48.6	15.9
Fort Worth.....	8	(1)	-----	(1)	(1)	(1)	(1)	-----
Kansas City.....	226	20.55	-----	19.0	15.9	12.8	24.8	27.4
Omaha.....	223	18.65	7.6	16.6	22.4	10.3	36.3	6.7
Denver.....	25	15.85	-----	40.0	12.0	20.0	28.0	-----
St. Paul.....	124	18.80	6.5	11.3	21.0	21.0	21.8	18.5
Los Angeles and San Francisco.....	105	16.70	1.9	7.6	58.1	12.4	12.4	7.6
Chicago.....	668	18.60	2.2	15.6	26.3	18.9	25.9	11.1
COLORED								
All cities.....	575	\$16.55	6.6	27.3	30.4	13.6	19.5	2.6
East St. Louis.....	59	14.70	10.2	42.4	35.6	6.8	5.1	-----
St. Joseph.....	4	(1)	-----	(1)	-----	-----	(1)	-----
Sioux City.....	11	(1)	-----	(1)	(1)	-----	(1)	-----
Fort Worth.....	25	14.45	20.0	48.0	28.0	4.0	-----	-----
Kansas City.....	101	18.70	4.0	19.8	19.8	21.8	28.7	5.9
Omaha.....	38	14.80	15.8	39.5	39.5	5.3	-----	-----
St. Paul.....	23	16.50	4.3	39.1	13.0	30.4	13.0	-----
Chicago.....	314	17.05	4.8	22.3	33.4	13.4	23.2	2.9

¹ Not computed, owing to the small number involved.

Week's earnings and hours worked in relation to nativity.

The hours worked by women of the various nativity groups were as follows:

Nativity	Number of women reported	Women who had worked—							
		Under 40 hours		40 hours		Over 40 hours		Over 54 hours	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All groups.....	4,363	674	15.4	325	7.4	3,364	77.1	272	6.2
Native white.....	2,171	367	16.9	144	6.6	1,660	76.5	96	4.4
Foreign born.....	1,621	194	12.0	121	7.5	1,306	80.6	153	9.4
Colored.....	571	113	19.8	60	10.5	398	69.7	23	4.0

The foregoing shows that while the majority of women in each nativity group worked over 40 hours, the largest proportion working for such period was that of foreign-born women, who also had much the largest proportion working more than 54 hours. A larger proportion of colored women than of any other nativity group worked under 40 hours.

The following summary shows, by hours worked, the women of the various nativity groups who had earned \$20 or more.

Hours worked	Native white			Foreign born			Colored		
	Number reported	Earning \$20 and over		Number reported	Earning \$20 and over		Number reported	Earning \$20 and over	
		Number	Per cent		Number	Per cent		Number	Per cent
Under 40.....	367	4	1.1	194	10	5.2	113	5	4.4
40.....	144	10	6.9	121	17	14.0	60	3	5.0
Over 40 and under 44.....	289	19	6.6	175	40	22.9	60	6	10.0
44.....	66	13	19.7	49	28	57.1	19	1	5.3
Over 44 and under 48.....	527	67	12.7	347	104	30.0	126	16	12.7
48.....	160	21	13.1	168	56	33.3	11	1	(1)
Over 48 and under 50.....	146	32	21.9	100	57	57.0	20	8	40.0
50.....	52	20	38.5	33	23	69.7	19	10	52.6
Over 50 and under 54.....	268	94	35.1	217	127	58.5	77	33	42.9
54.....	56	27	48.2	64	51	79.7	43	24	55.8
Over 54 and under 60.....	79	53	67.1	132	117	88.6	23	19	82.6
60 and over.....	17	14	82.4	21	21	100.0	-----	-----	-----

¹ Not computed, owing to the small number involved.

In every hour group, larger proportions of foreign-born than of native white or colored women earned \$20 or more, and in 7 of the 12 groups such earnings were received by larger proportions of colored than of native white women. This is due to several factors, chiefly differences in jobs.

THE FEDERAL RESERVE BANK OF ST. LOUIS

ANNUAL REPORT FOR THE YEAR 1914

PART I - GENERAL STATEMENT OF THE BANK'S OPERATIONS

The Federal Reserve Bank of St. Louis was organized on December 18, 1913, under the authority of the Federal Reserve Act of 1913. It is a member bank of the Federal Reserve System, and is one of the twelve Federal Reserve Banks established by the Act. The Bank's capital is \$10,000,000, and its assets are \$10,000,000. The Bank's liabilities are \$10,000,000. The Bank's operations are conducted in accordance with the provisions of the Federal Reserve Act and the regulations of the Federal Reserve Board.

The Bank's primary function is to issue Federal Reserve Notes, which are the legal tender of the United States. The Bank also issues Federal Reserve Checks, which are payable to the order of the payee. The Bank's other functions include the collection and distribution of Federal Reserve Funds, the custody of Federal Reserve Securities, and the provision of other services to its members and the public.

The Bank's assets consist of Federal Reserve Notes, Federal Reserve Checks, Federal Reserve Funds, Federal Reserve Securities, and other assets. The Bank's liabilities consist of Federal Reserve Notes, Federal Reserve Checks, Federal Reserve Funds, Federal Reserve Securities, and other liabilities. The Bank's operations are conducted in accordance with the provisions of the Federal Reserve Act and the regulations of the Federal Reserve Board.

Item	1914	1913
Assets	\$10,000,000	\$10,000,000
Liabilities	\$10,000,000	\$10,000,000
Capital	\$10,000,000	\$10,000,000
Reserves	\$10,000,000	\$10,000,000
Other	\$10,000,000	\$10,000,000

The Federal Reserve Bank of St. Louis is a member bank of the Federal Reserve System, and is one of the twelve Federal Reserve Banks established by the Federal Reserve Act of 1913. The Bank's capital is \$10,000,000, and its assets are \$10,000,000. The Bank's liabilities are \$10,000,000. The Bank's operations are conducted in accordance with the provisions of the Federal Reserve Act and the regulations of the Federal Reserve Board.

STATE TEACHERS COLLEGE LIBRARY

PART VII.—YEAR'S EARNINGS

For a representative group of the steadiest workers, whose names appeared on the pay rolls in at least 44 weeks of the year studied, a record of earnings was secured. These women numbered 2,003. Practically three-eighths of them—739 women—were found on the pay rolls in each of the 52 weeks; 552 had worked 51 weeks and 282 had worked 50 weeks.

The median of the year's earnings of the 2,003 women who had worked 44 weeks or more was \$898.70; the 1,573 who had worked at least 50 weeks had a median of \$919.20.

The summary following shows the year's earnings of the women in this selected group who were in the chief departments:

Department	Selected group whose record of 44 weeks or more was secured		Women who worked 50 weeks or more		
	Number of women	Median earnings	Number	Per cent of selected group	Median earnings
All departments ¹	2,003	\$898.70	1,573	78.5	\$919.20
Offal.....	117	882.50	90	76.9	915.00
Pork trim.....	301	1,001.00	207	68.8	1,050.00
Fresh-sausage manufacturing.....	301	915.30	233	77.4	928.75
Dry-sausage manufacturing.....	120	926.45	100	83.3	933.35
Smoked meat (other than sliced bacon).....	128	857.15	98	76.6	873.55
Sliced bacon.....	295	870.65	231	78.3	900.75
Canning.....	109	851.65	98	89.9	886.65

¹ Only those departments are shown separately in which the largest numbers of the women reporting were at work.

The foregoing summary shows that, in the various departments, from 68.8 to 89.9 per cent of the women for whom records of 44 weeks or more were secured had worked at least 50 weeks. The median of the year's earnings of such workers ranged from \$873.55 in smoked meat to \$1,050 in pork trim, with those in the sausage-manufacturing departments ranking next to pork trim. The departments had much the same relation as this in respect to earnings of women who had worked as much as 44 weeks.

From unpublished material classified by locality it is apparent that in each locality as many as two-thirds of the workers had been steadily employed—50 weeks or more. The median of earnings bore little or no relationship to size of city, though the median of the women who had worked 50 weeks or more was highest in Chicago, \$976.65, and lowest in Ottumwa and Austin, \$702.80. Earnings came nearest to Chicago in Kansas City, St. Paul, St. Joseph, and Sioux City. Unpublished data classified by firm show the year's earnings of these steadiest workers to have ranged from \$900 to \$995 in the four largest firms.

Extent of receipt of bonus payments.

The following summary supplies, for the important woman-employing departments, data as to the receipt of bonus payments in the year by 895 women whose complete record was secured in 19 plants having the task-and-bonus system:

Department	Total number of women whose record of 44 weeks or more was secured in plants having task-and-bonus system	Women having bonus payments during the year		Total of bonus payments received in year		
		Number	Per cent	Median	Highest amount	Lowest amount
Offal.....	90	89	98.9	\$70.85	\$400 and under \$425..	Under \$10.
Pork trim.....	223	209	93.7	174.25	\$575 and under \$600..	Do.
Fresh-sausage manufacturing.....	205	175	85.4	181.25	\$350 and under \$375..	Do.
Dry-sausage manufacturing.....	101	84	83.2	170.00	\$400 and under \$425..	Do.
Smoked meat (other than sliced bacon).....	93	72	77.4	100.00	\$375 and under \$400..	Do.
Sliced bacon.....	207	206	99.5	132.45	\$625 and under \$650..	Do.
Canning.....	62	60	96.8	90.00	\$550 and under \$575..	Do.

For plants having the task-and-bonus system, the foregoing shows that in all but one of the seven departments over 80 per cent of the women for whom year's records were taken had received a bonus; in four departments the per cent was over 90. The amount of the bonus in the year had been considerable, the median ranging from \$70.85 in offal to \$181.25 in fresh-sausage manufacture, and being over \$100 in five of the seven departments. In each department some woman had received less than \$10 in bonus payments in the year, but in each the highest had run to at least \$350, and the highest of all, in sliced bacon, was in the group \$625 and under \$650.

A comparison of the median of the bonus payments received and the median of the total year's earnings, of which the bonus forms a part, shows how important is the incentive system in the matter of income.

Department	Proportion bonus forms of total earnings—women whose record of 44 weeks or more was secured			
	Number of women	Median of year's earnings, including bonus receipts	Median of bonus receipts	Per cent median of bonus is of median of year's earnings
Offal.....	89	\$891.65	\$70.85	7.9
Pork trim.....	209	988.55	174.25	17.6
Fresh-sausage manufacturing.....	175	1,003.00	181.25	18.1
Dry-sausage manufacturing.....	84	929.15	170.00	18.3
Smoked meat (other than sliced bacon).....	72	890.00	100.00	11.2
Sliced bacon.....	206	888.25	132.45	14.9
Canning.....	60	862.50	90.00	10.4

Hours of the weeks worked in the year in relation to bonus received.

Table XIV in the appendix shows the hours of the weeks worked in the year by 1,924 women who had worked a total of 97,014 weeks—an average of about 50 weeks per woman. Nearly all these women had worked some weeks of over 44 and under 48 hours, one-fifth of all weeks worked being of this duration, and nearly all had worked some weeks of 42 and under 44 hours, the duration of about one-tenth of the weeks worked. Over 80 per cent had had some weeks of 36 and under 39 hours, of 40 hours, of over 40 and under 42 hours, and of over 48 and under 49½ hours. Seventy-eight per cent had had some weeks of over 50 and under 52 hours, and 71 per cent weeks of over 52 and under 54 hours. As many as 22 per cent had worked more than 60 hours in a week, averaging 2½ such weeks; and 5 per cent—96 women—had had one or more weeks of over 70 hours, averaging about 1½ such weeks.

In one of the four large firms no woman had worked a week of over 60 hours, although 16.5 per cent of the women had had a small proportion of 60-hour weeks. Two large firms had a very different record: In one, over one-tenth of the women had had a small proportion of weeks of over 70 hours, and over one-fourth had had weeks of over 60 and under 70 hours; the other firm was less extreme, somewhat fewer than one-tenth of the women having worked one week of over 70 hours, and over one-fifth having averaged two weeks of over 60 and under 70 hours.

Unpublished details on the subject of the bonus make it clear how variable are the earnings and the bonus payments. That the season may be largely responsible for this appears in the following:

A comparison of a week in August and a week in the January following showed for one department 30 and 33 women, respectively, to have been employed. The average earnings were \$12.35 in August, with hours averaging only 34.9, and \$19.02 in January, with hours averaging 52.9, a fraction over 35 cents per hour in each case. In August 21 women and in January 23 women of the group were paid a bonus, but this averaged only \$2.82 in the week in August and amounted to an average of \$6.03 in the week in January.

However, season is not the only factor influencing women's earnings in this industry. In two consecutive weeks in December, 20 and 21 women, respectively, were employed. The hours worked averaged 42.6 in the first week and 46.7 in the second, and the week's earnings averaged \$14.98 and \$16.48, respectively, in each case a fraction over 35 cents an hour. In the first week 17 women and in the second week 15 women were paid a bonus, but this averaged only \$3.77 in the first week and amounted to an average of \$8.45 in the week following.

For certain groups of the women in Sioux City and St. Paul who had worked at least 44 weeks in the period studied, figures showing the number of weeks in which a bonus had been received are available. Of 47 women in pork trim, 29 had worked 49, 50, or 51 weeks, and 21 of these had received a bonus in 49, 50, or 51 weeks. No two of the remaining eight had fared alike as regards the frequency of bonus payments. Instead, the weeks in which a bonus was received ranged from 30 to 48 for seven of the women and were fewer than 10 in the case of 1 woman. Of 50 women in fresh-sausage manufacturing, 31 had worked 51 or 52 weeks. Eighteen of these had received a bonus in 51 or 52 weeks. Of the remaining 13, two had had bonus payments

in 50 weeks and two in 44 weeks. None of the others had fared alike, the weeks with a bonus ranging from under 10 to 49 and including such small numbers as 13 (1 in 4 weeks), 15, 16, and 17 (1 in 3 weeks).

About one-sixth of the weeks worked were of less than 40 hours, ranging from 12 per cent in one large firm to 21 per cent in two others. The proportion of women who had worked some short weeks was considerable, with variation among the large firms in this respect also.

Receipt of 40-hour-guaranty payment.¹

The data included in Table XV in the appendix, covering 1,402 women for whom records of 44 weeks or more were secured in 16 plants in 7 cities, form some basis for discussing the receipt of the 40-hour guaranty as disclosed by the pay-roll records secured. There were 523 of these women in departments in which a guaranty was paid—37.3 per cent of all the women for whom these records were secured in plants having the guaranty system. In these plants 352 women—67.3 per cent of all those reported upon in the departments that paid a guaranty—had received such pay in 1,811 weeks, constituting an average per woman of about 5 weeks. The use of the guaranty was likely to be confined to the more fluctuating departments dependent upon the receipt and killing of livestock; of the 352 women, 237—nearly 70 per cent—were in the kill, offal, and pork-trim departments.

In these 16 plants, belonging to four of the largest firms, the proportion of all the women whose year's records were taken who were in departments in which the guaranty system was in effect and the proportion of these who received such pay were as follows:

Firm	Per cent of the women whose year's records were secured who were in guaranteed-pay departments	Per cent of the women in guaranteed-pay departments who received the guaranty
I.....	42.7	65.0
II.....	39.4	73.0
III.....	31.7	63.2
IV.....	27.9	52.4

The foregoing shows that in no firm did as many as 45 per cent of the women whose year's records were taken work in departments affected by the guaranty, but in only one firm were there less than 30 per cent. In each case roughly from one-half to three-fourths of the women in the guaranteed-pay departments actually had received the guaranty at some time in the year.

For the women who had received the guaranty, the number of weeks in which it was paid ordinarily was not great; however, the average ran to seven or eight weeks per woman in the kill and offal departments, where it is difficult to regulate the flow of work. Similarly, the number of hours paid for on this account was not great in the year as a whole; for the women who received the guaranty, the average per week in which it was received was only slightly higher

¹ For a description of the guaranty system, see p. 72.

than five hours in the offal and not quite five hours in the pork-trim department.

Vacations with pay.

It is the practice of the principal packing companies to give their women employees a vacation of one week with pay after 3 years' continuous service; after 15 years' service, a vacation of two weeks is granted. Other companies have various practices, ranging from no vacation at all, as far as the production force is concerned, to the generous allowance by one company of one week after a year's service. A worth-while vacation requires five years' service in the case of the one plant granting two days after two years, plus one day for each year's service thereafter, up to a maximum of five days after five years.

In the matter of what constitutes continuous service practices again are not uniform, one firm being said to carry on the books for 60 days the names of employees laid off, rather than break their service record, while another carries such names for only two weeks, and at least one reports that a lay-off constitutes a break in employment. In some plants, sickness or accident is said not to constitute a break.

Of 1,817 women whose record for at least 44 weeks was secured in 24 plants giving vacation with pay, 629—34.6 per cent—had received such vacations in the year covered by the Women's Bureau. Over 80 per cent of these had had one week's vacation with pay.

The amounts received for the vacation time were reported for 461 women in nine departments. Of those who had had one week's vacation, about 70 per cent were paid \$14 and under \$18, the range for the entire group with a week's vacation being from \$12 and under \$13 to \$35 and under \$40. Of the women whose record showed two weeks with pay, the largest group—45—received \$30 and under \$35. None received less than \$25 for the two weeks, and two received \$60 or more.

The distribution by department of the 461 steadiest workers whose earnings while on vacation were reported is as follows:

Department	Women whose record for 44 weeks or more was secured who received vacation with pay	
	Number	Per cent of total whose record for 44 weeks or more was secured
Offal.....	45	43.3
Casings (hog and sheep).....	23	25.3
Pork trim.....	110	40.0
Fresh-sausage manufacturing.....	91	35.4
Dry-sausage manufacturing.....	54	47.4
Smoked meat (other than sliced bacon).....	36	30.0
Sliced bacon.....	67	24.8
Canning.....	21	20.8
Lard, butter, butterine, and cheese.....	14	23.3

Of the women reported, from two-fifths to almost one-half in pork trim, offal, and dry-sausage manufacturing had had vacations with pay, while only from one-fifth to one-fourth of those in casings, canning, sliced bacon, and lard, butter, butterine, and cheese had had such vacations.

From unpublished data for this very select group whose record for 44 weeks or more was secured, it is apparent that from 27 to about 38 per cent of the women for whom the matter of vacation was reported by the four largest firms had been given vacation with pay, while only 14 per cent of those at work in plants of the small firms reporting had had such vacation.

The distribution by duration of the 441 standard workers whose vacations were reported is as follows:

Duration of vacation	Number of workers	Percentage
1 week	10	2.3
2 weeks	15	3.4
3 weeks	20	4.5
4 weeks	25	5.7
5 weeks	30	6.8
6 weeks	35	7.9
7 weeks	40	9.1
8 weeks	45	10.2
9 weeks	50	11.3
10 weeks	55	12.4
11 weeks	60	13.6
12 weeks	65	14.7
13 weeks	70	15.8
14 weeks	75	16.9
15 weeks	80	18.0
16 weeks	85	19.1
17 weeks	90	20.2
18 weeks	95	21.3
19 weeks	100	22.4
20 weeks	105	23.6
21 weeks	110	24.7
22 weeks	115	25.8
23 weeks	120	26.9
24 weeks	125	28.0
25 weeks	130	29.1
26 weeks	135	30.2
27 weeks	140	31.3
28 weeks	145	32.4
29 weeks	150	33.5
30 weeks	155	34.6
31 weeks	160	35.7
32 weeks	165	36.8
33 weeks	170	37.9
34 weeks	175	39.0
35 weeks	180	40.1
36 weeks	185	41.2
37 weeks	190	42.3
38 weeks	195	43.4
39 weeks	200	44.5
40 weeks	205	45.6
41 weeks	210	46.7
42 weeks	215	47.8
43 weeks	220	48.9
44 weeks	225	50.0

PART VIII.—VARIATIONS IN EMPLOYMENT, HOURS, AND EARNINGS

The irregularity in flow of work in the meat-packing industry constitutes a continual source of difficulty both for the management in arranging the work and for the workers in making a living.¹ According to figures of the United States Department of Agriculture, showing the numbers of animals slaughtered under Federal inspection in four of the localities covered by the Women's Bureau survey and for the same period, the receipt of hogs fluctuates very much more than does that of cattle. The number of hogs killed in the months of least activity formed, in the four localities, respectively only 22, 25, 31, and 54 per cent of the numbers killed in the busiest months. The corresponding percentages for the cattle killed were 49 and 50 in two localities and 70 and 71 in the remaining two, showing a more stable condition. (Table XVI in the appendix.)

Conditions change from year to year and also from plant to plant, as described by the officials interviewed, but the Federal figures may be considered as indicating satisfactorily the flow of livestock to four of the localities studied in the year of the Women's Bureau survey.

It is in hog products that women are more generally employed. Here the busiest season in the year studied was, according to the Department of Agriculture figures referred to, the three months January to March in all localities but St. Paul. That city, with much the largest numbers of hogs slaughtered, had a busy season beginning as early as October and lasting about six months.

BASIS OF DATA ON VARIATIONS IN EMPLOYMENT, HOURS, AND EARNINGS

Information as to changes in employment from week to week was recorded for more than 2,600 women in five cities, and comments on lay-offs were made by nearly 160 women visited in their homes.

Records of employment, hours, and earnings in every week in the 12 months from the first week in June, 1927, to the end of May, 1928, were taken for all plants in three localities in Iowa and Minnesota. These included data as to the number and duration of lay-offs and other breaks in employment for every woman who had been on the pay rolls in this time, the total numbers reported being as follows:

Three cities.....	1, 904
Ottumwa ^a	186
Sioux City.....	734
St. Paul.....	984

The number and duration of breaks in employment were ascertained for women in some of the plants visited in Omaha and East St. Louis. Since such data were not recorded for all firms visited in these cities, they do not show the entire situation, but they are sufficiently repre-

^a The number in Ottumwa is relatively small, and there is much more canning than elsewhere, so this city is omitted from the greater part of the discussion.

¹ For discussion of irregularity in the industry see an article that appeared while present study was in proof: *Guaranteed Time in the Stock Yards*, by Harold H. Swift, in *Survey Graphic*, November, 1931.

sentative to indicate general trends and to form the basis for certain valid comparisons. The numbers of women reported here were as follows:

Two cities.....	739
East St. Louis.....	234
Omaha.....	505

The women who supplied information in regard to lay-offs in the course of interviews were chiefly in Kansas City, Omaha, and Chicago.

VARIATIONS IN EMPLOYMENT IN 52 WEEKS

Table XVII in the appendix shows the total number of women employed in each of the 52 weeks in all plants in Sioux City, St. Paul, and Ottumwa, and the numbers employed in each week in certain important woman-employing departments in the two larger cities. Table XIX gives similar information for the plants for which it was ascertained in East St. Louis and Omaha. Indexes have been prepared from these employment data (Tables XVIII and XX) and the fluctuations in all and certain important departments are shown for Sioux City and St. Paul in graphic form in Charts 1 and 2.

Employment of women in the minimum week in St. Paul formed less than 70 per cent of that in the maximum, and in Sioux City the proportion fell as low as 54.5 per cent. In June, July, and August the relative activity was somewhat better in Sioux City than in St. Paul, but it was on the decline in both cities in August. In September employment of women in St. Paul was the lowest yet reached, but it began to rise at that time; it was still declining in Sioux City, in which a continued rise did not begin until November. With some depressions, the general curve in both Sioux City and St. Paul continued upward from the autumn until the highest point was reached in both cities about the end of January. A general decline ensued until late in April, this being somewhat the sharper in Sioux City. Here the lowest point of the year had been in October, but in St. Paul it was this April figure.

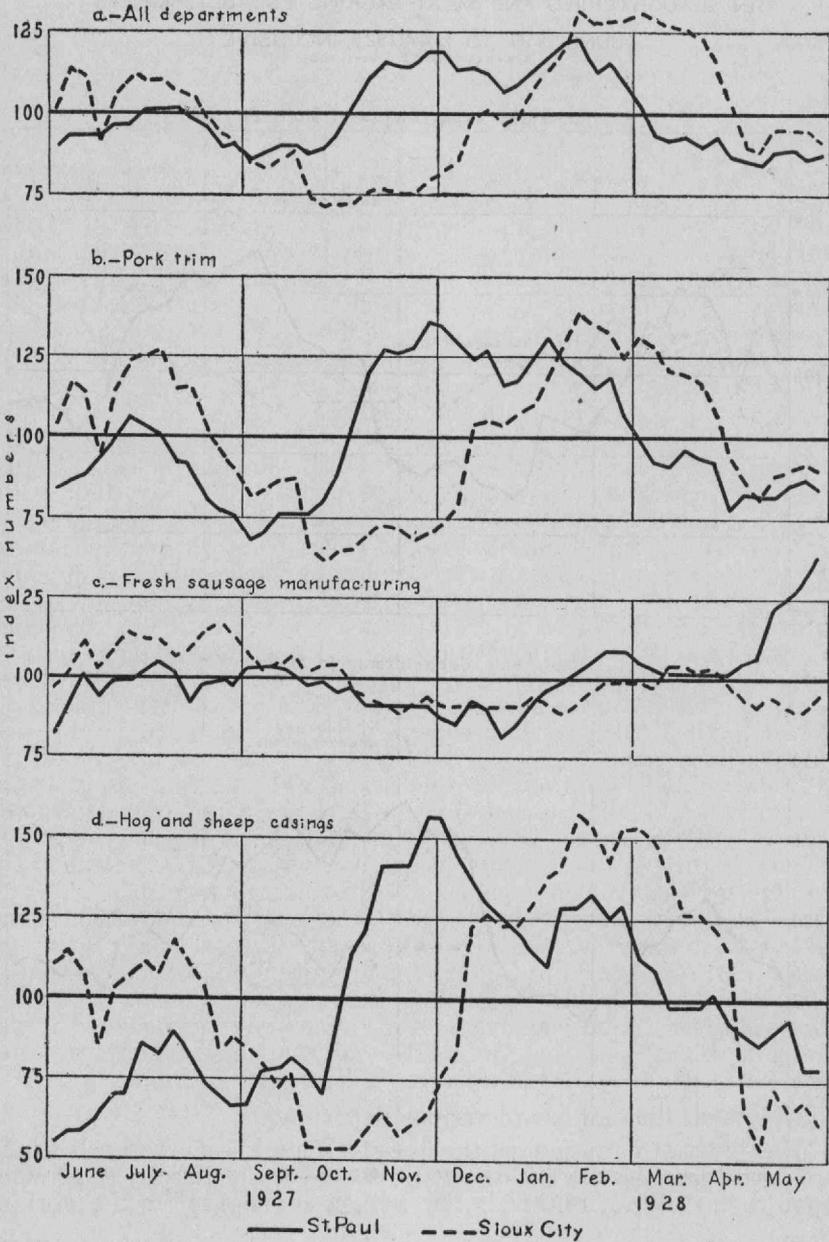
It was stated by an official interviewed in an Omaha plant that it was usual for the hog season to come later in Sioux City and Omaha than in other localities, because farmers in these sections tend not to ship their corn as grain but to utilize it more as feed. Not until the middle of December do hogs begin to be sold in large lots.

In the plants reported in East St. Louis and Omaha, employment of women in the minimum week was about 70 per cent of that at the maximum. As in Sioux City and St. Paul, the marked seasonality was shown, but in East St. Louis and Omaha employment of women was lowest in late December or early January—a time when it was rising in Sioux City and St. Paul—and the highest point was not reached until the end of February.

Employment fluctuations in various departments.

The effect of variations in the live-stock market shows itself to the greatest degree in the kill departments and those directly dependent upon them. While relatively few women are engaged in the work of

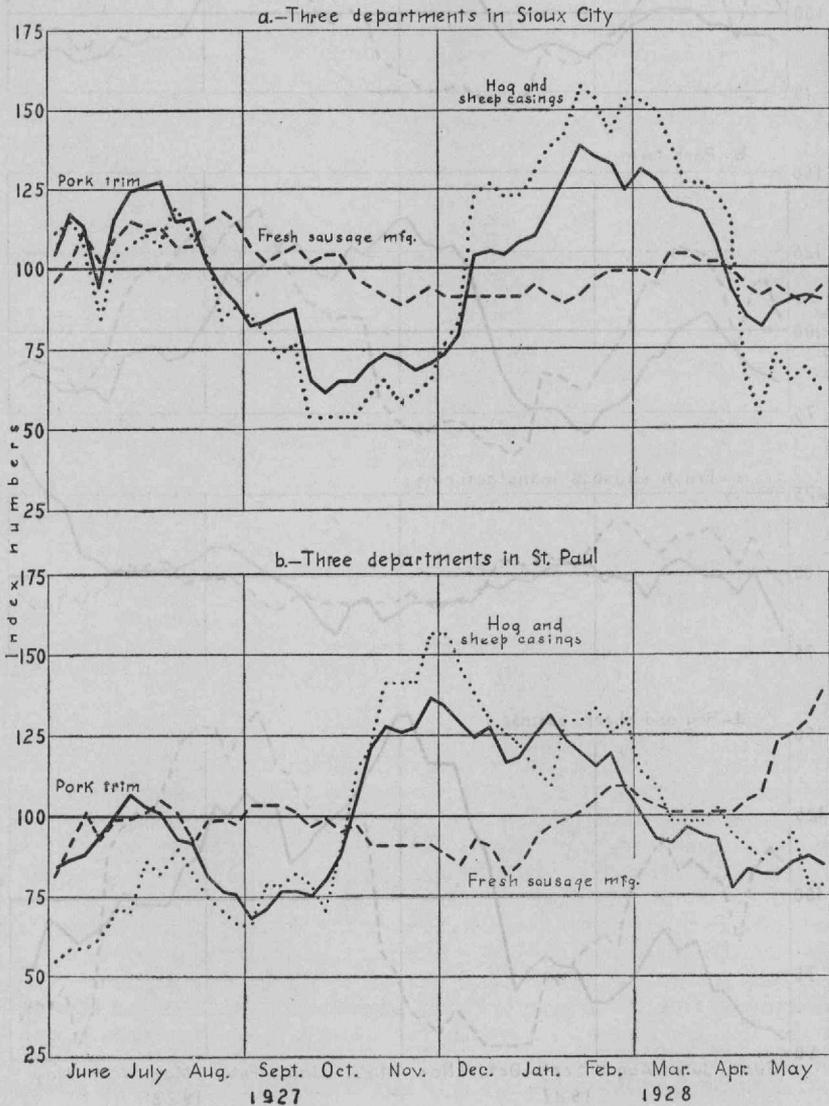
CHART I.-INDEX OF WEEKLY VARIATION IN NUMBER OF WOMEN EMPLOYED
 IN SLAUGHTERING AND MEAT PACKING ESTABLISHMENTS
 SIOUX CITY AND ST PAUL
 JUNE 1927 TO MAY 1928, INCLUSIVE
 Average for 52 weeks = 100



the kill departments proper, fluctuations in the market have a great effect upon two important woman-employing departments that are closely allied to killing—hog and sheep casings and pork trim.

CHART 2.—INDEX OF WEEKLY VARIATION IN NUMBER OF WOMEN EMPLOYED IN SLAUGHTERING AND MEAT-PACKING ESTABLISHMENTS

JUNE 1927 TO MAY 1928, INCLUSIVE
Average for 52 weeks=100



The charts show the fluctuations in the employment of women in various departments in which considerable numbers of them were at

work.² In both Sioux City and St. Paul, fluctuations in the employment of women in pork trim and hog and sheep casings followed the general line of the curve of employment of all women in the city. The variations in hog and sheep casings were the more extreme of the two, the minimum of employment being only a little over a third of the maximum. In fresh-sausage manufacturing there was much less fluctuation in employment than in the two departments that were more directly dependent upon killing, the minimum in sausage manufacture being three-fourths of the maximum in each city, except for a sharp upward trend in St. Paul at the end of the period of study. The following summary shows for Sioux City and St. Paul the per cent the minimum employment formed of the maximum in four departments:

Department	Per cent minimum employment was of maximum in—	
	Sioux City	St. Paul
Casings, hog and sheep.....	34.1	35.0
Pork trim.....	44.4	50.0
Sausage manufacturing.....	76.1	58.6
Sliced bacon.....	(1)	38.6

¹ Number too small to make comparison significant.

For three of these departments the fluctuation in East St. Louis and Omaha may be compared.

Department	Per cent minimum employment was of maximum in—	
	East St. Louis	Omaha
Pork trim.....	35.9	24.5
Sausage manufacturing.....	60.9	64.9
Sliced bacon.....	38.5	52.5

The situation in the sliced-bacon department, also employing considerable numbers of women in some cities, differs from those already discussed in that it tends to be dependent upon the consumers' demand rather than upon the packers' buying market. Officials of a number of the plants visited reported the period of high activity in sliced bacon to be in the summer. The effect of certain customs on industrial employment is illustrated in the remark of one official that the sliced-bacon department, while busy in summer, was slack in the Lenten season. Taking the year as a whole, employment varied sharply in this department, but it presented an interesting condition in St. Paul. From June (with the exception of one week only) to almost the end of January the minimum of employment was over 70 per cent of the maximum. Early in 1928 a large firm put on a bacon-advertising campaign in its plants in various parts of the country, greatly enlarging its working force—in St. Paul nearly doubling the

² When departments are considered separately, the number of women employed in some one week may be quite small.

number employed—but the effect was of very short duration. The event is not typical of general conditions in the department, but it goes to show the effect that sporadic movements within an industry may have on the employment of women.

Employment fluctuations in various firms.

Chart 3 illustrates the variations in employment in three firms in Sioux City and St. Paul combined—women reported in these firms in all departments and in certain departments separately. The following shows for these firms the proportion the minimum employment of women formed of the maximum:

Firm	Per cent minimum employment of women was of maximum in—			
	All departments	Casings, hog and sheep	Fresh-sausage manufacturing	Pork trim
II.....	75.5	(1)	58.5	45.8
III.....	55.4	40.0	64.3	59.1
IV.....	50.6	41.2	60.5	46.1

¹ Average number of women employed was less than 20.

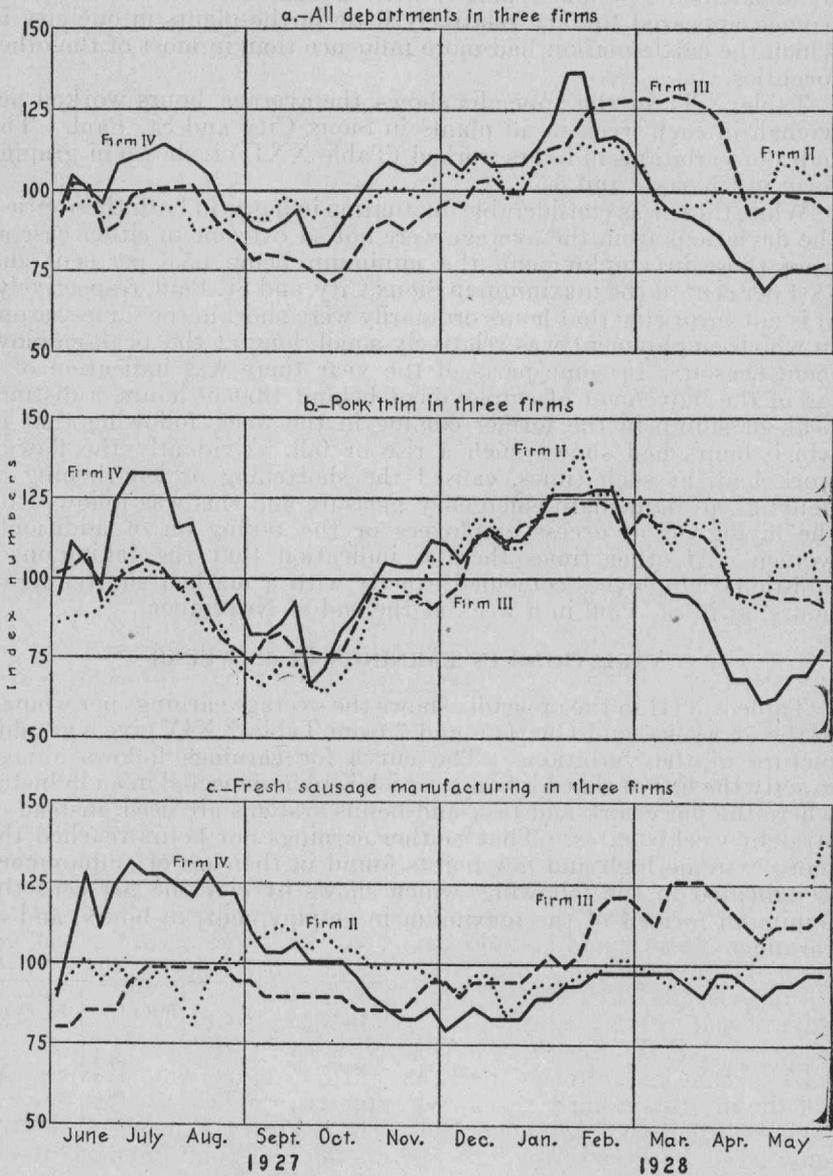
One firm seemed to have been much more successful than the other two in preventing extreme fluctuations in the employment of the women in their plants, and that in the minimum week was over three-fourths of the maximum. However, the pork-trim and fresh-sausage departments showed somewhat more variation in this firm than in the other two.

Employment in pork trim in the three firms showed high and low seasons similar to those usually apparent in the industry where influenced chiefly by the hog market. It was low during part of August, September, and October, and again at the end of April; for the most part, it was high in the winter months, beginning to rise as early as October. The spring decline began as early as February, but in only one firm was the downward movement continuous.

In fresh-sausage manufacture, ordinarily a department where employment is relatively stable, it is interesting to notice the differences shown in the three firms, in every one of which the number of women in the week of minimum employment was 58 but under 65 per cent of the maximum. In Firm III, employment appeared more nearly than in the others to follow the general line of the variations in pork trim, usually a department fluctuating more than the average; in this instance employment was low until early January, then rose with frequent variations until the highest point was reached in the latter part of March and in early April; after this there was a distinct decline for a period, but the lowest point was far above the employment found at any time before early February. In Firm II, employment was for the most part fairly regular, dropping to the lowest point in early August, a period of average employment in Firm III; it turned sharply upward in April and May, in which the highest point of the 52 weeks was reached. Firm IV showed a very decided difference from the other two in having quite high employment until the end of August; the lowest point was reached in December, after which there was

CHART 3.—INDEX OF WEEKLY VARIATION IN NUMBER OF WOMEN EMPLOYED IN SLAUGHTERING AND MEAT-PACKING ESTABLISHMENTS

JUNE 1927 TO MAY 1928, INCLUSIVE
Average for 52 weeks = 100



some rise, but not to the extent shown in the other firms, and never to so high a level as in the time from June to October.

VARIATIONS IN HOURS IN 52 WEEKS

Some plants reported much variation in the hours of work from day to day, week to week, and month to month, and also from department to department. Some reported little overtime worked. Hours of women appeared to vary relatively little in the plants in one city in which the cattle market had more influence than in most of the other localities.

Table XXI in the appendix shows the average hours worked per woman in each week in all plants in Sioux City and St. Paul. The index of variations in hours worked (Table XXII) is shown in graphic form in Charts 4 and 5.

While there was considerable fluctuation in hours in both these cities, the deviations from the average were not so extreme in either case as were those in employment, the minimum being 65.3 per cent and 78.4 per cent of the maximum in Sioux City and St. Paul, respectively. It is not surprising that hours ordinarily were short in the same seasons in which employment was relatively small, long at the peak-employment season. In some parts of the year there was indication of a lag of the movement of employment behind that of hours, a distinct peak or slump in the former coming in the week following that in which hours had shown such a rise or fall. Evidently the flow of work had, at such times, caused the shortening or lengthening of hours as an immediate emergency measure and this was followed by the laying off of excess employees or the taking on of additional women. At other times there is indication that the taking on of additional employees coincided exactly with a marked shortening of hours, as in St. Paul in a week at the end of November.

VARIATIONS IN EARNINGS IN 52 WEEKS

Table XXIII in the appendix shows the average earnings per woman in the 52 weeks, and Charts 6 and 7 from Table XXIV give a graphic picture of the variations. The curve for earnings follows almost exactly the line of that for hours, which is to be expected in an industry where the piecework and task-and-bonus systems are used, instead of straight weekly rates. That neither earnings nor hours reached the more extreme high and low points found in the case of employment is indicated in the following, which shows by city the per cent the minimum formed of the maximum in employment, in hours, and in earnings.

	Sioux City	St. Paul
Employment.....	54.5	67.9
Hours.....	65.3	78.4
Earnings.....	66.2	77.9

CHART 4.—INDEX OF WEEKLY VARIATION IN HOURS WORKED BY WOMEN
EMPLOYED IN SLAUGHTERING AND MEAT-PACKING ESTABLISHMENTS

JUNE 1927 TO MAY 1928, INCLUSIVE

Average for 52 weeks=100

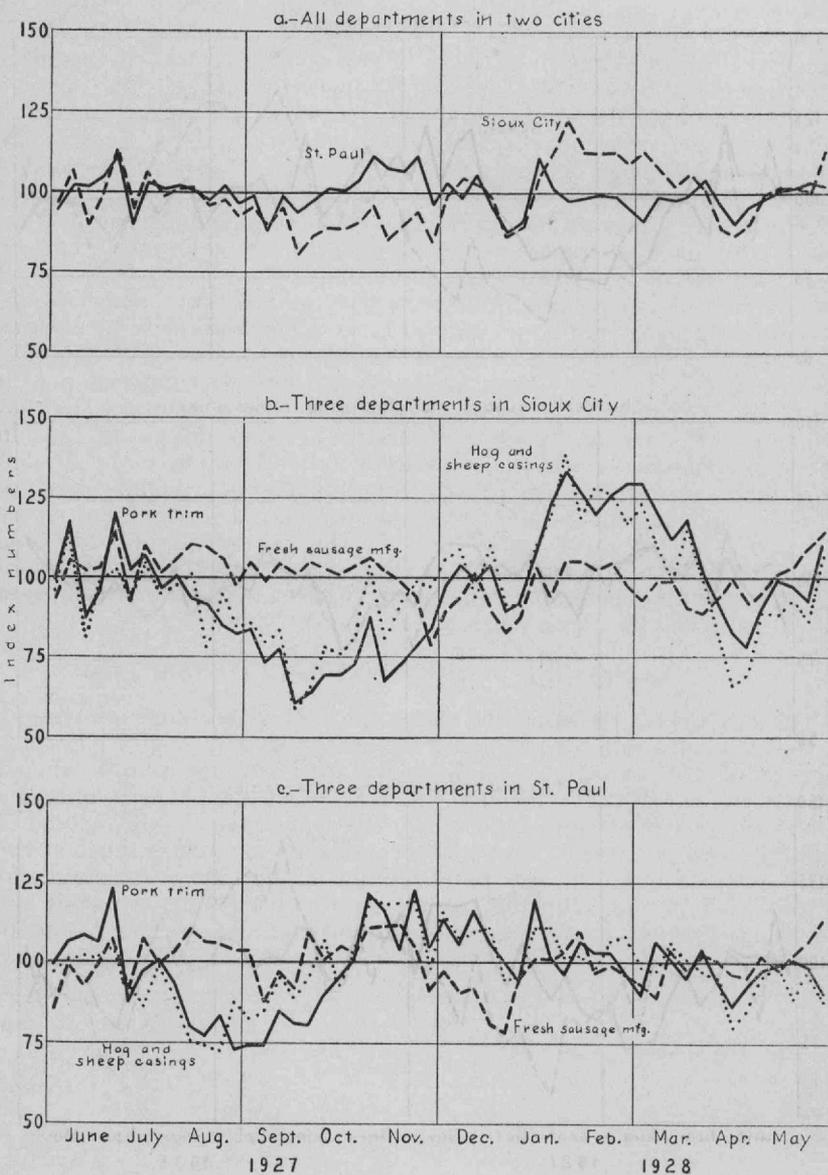


CHART 5.—INDEX OF WEEKLY VARIATION IN HOURS WORKED BY WOMEN
 EMPLOYED IN SLAUGHTERING AND MEAT-PACKING ESTABLISHMENTS
 JUNE 1927 TO MAY 1928, INCLUSIVE
 Average for 52 weeks = 100

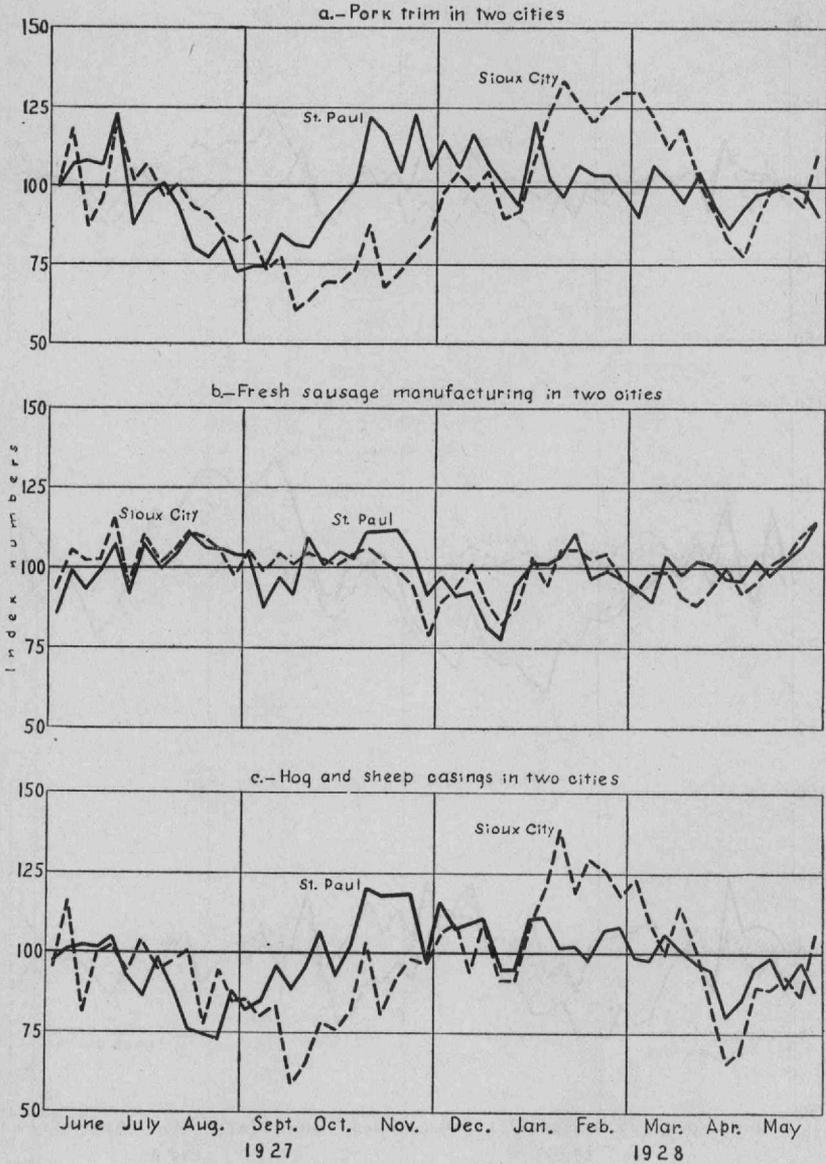


CHART 6.—INDEX OF WEEKLY VARIATION IN EARNINGS OF WOMEN
EMPLOYED IN SLAUGHTERING AND MEAT-PACKING ESTABLISHMENTS

JUNE 1927 TO MAY 1928, INCLUSIVE
Average for 52 weeks = 100

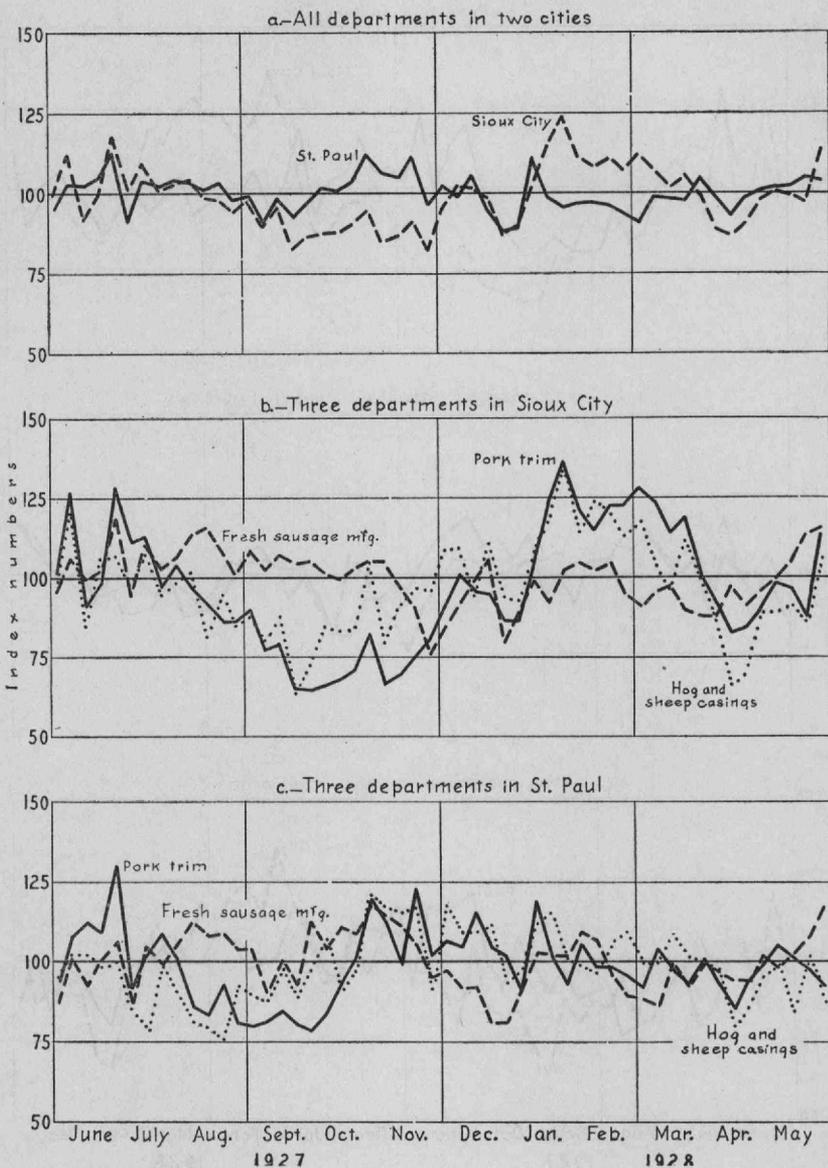
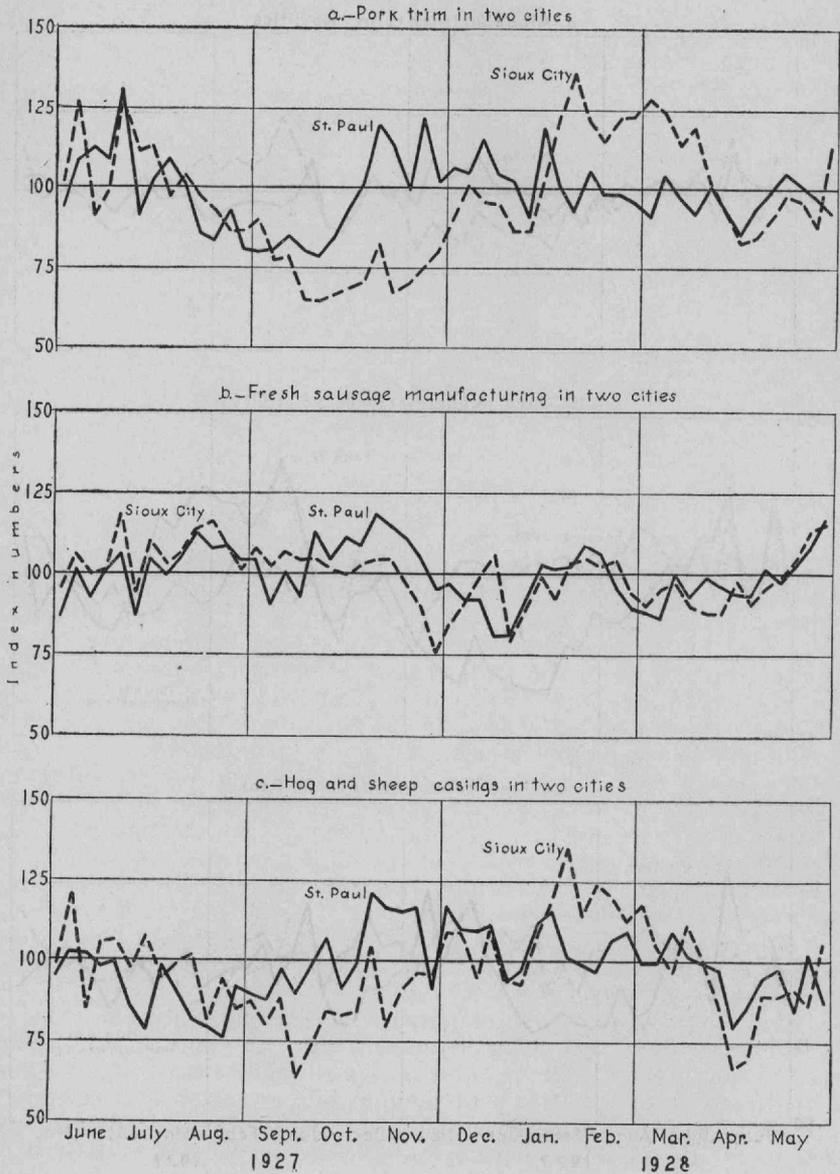


CHART 7.—INDEX OF WEEKLY VARIATION IN EARNINGS OF WOMEN
EMPLOYED IN SLAUGHTERING AND MEAT-PACKING ESTABLISHMENTS

JUNE 1927 TO MAY 1928, INCLUSIVE
Average for 52 weeks=100



VARIATIONS IN EMPLOYMENT, HOURS, AND EARNINGS IN THE QUARTERS OF THE YEAR

Of the average employment of women in the various quarters of the year, the minimum was only about three-fourths that of the maximum, ranging from 71.8 per cent in Sioux City to 79.4 per cent in Ottumwa. The summary following shows the deviation from quarter to quarter of the year in the averages of employment in three cities and of hours and earnings in two.

City	Average in—		Per cent minimum is of maximum	Average for quarter 1 (June to August, 1927)	Per cent deviation from average for quarter 1 of average for quarter—		
	Highest quarter	Lowest quarter			2 (September to November, 1927)	3 (December to February, 1927-8)	4 (March to May, 1928)
Number of women employed per week:							
Sioux City	308.8	221.6	71.8	295.1	-24.9	+4.6	+3.6
St. Paul	481.8	378.2	78.5	400.8	+5.4	+20.2	-5.6
Ottumwa	123.8	98.3	79.4	118.2	+4.7	-16.8	-11.5
Weekly hours per woman:							
Sioux City	45.3	38.3	84.5	38.6	-.8	+17.4	+11.9
St. Paul	43.9	42.5	96.8	43.3	+1.4	-1.4	-1.8
Weekly earnings per woman:							
Sioux City	\$16.58	\$14.12	85.2	\$16.01	-11.8	+3.6	-.3
St. Paul	15.00	14.56	97.1	14.82	+1.2	-1.2	-1.8

The average number of women employed was greatest in the winter quarter in both St. Paul and Sioux City, but the season of least employment was fall for Sioux City and spring for St. Paul. In the third and fourth quarters, the Sioux City hour changes were much greater than those in the employment of women, while in St. Paul employment fluctuated much more than did weekly hours. In Ottumwa the situation was exactly the opposite of that in Sioux City, probably because canning was an important department.

Of average weekly hours worked and of average weekly earnings, the minimum was about 85 per cent of the maximum in Sioux City and about 97 per cent in St. Paul. In Sioux City the longest hours worked and the highest earnings of the women were in the winter, the shorter hours and lowest earnings were in the fall. In St. Paul the differences from quarter to quarter were far less than in Sioux City; the autumn showed somewhat higher earnings and longer hours than any other quarter, the spring somewhat the shortest hours and the lowest earnings.

If four important woman-employing departments in these cities be considered—offal, pork trim, fresh-sausage manufacture, and sliced bacon—employment, hours, and earnings as measured by the per cent the minimum quarter is of the maximum quarter were considerably more regular in the sausage than in any other department, except that in St. Paul average earnings and hours per woman employed in the minimum quarter were 90 per cent or more of those in the maximum quarter in the offal and pork-trim departments.

NUMBER, CAUSE, AND DURATION OF BREAKS IN EMPLOYMENT

Proportion of women who had broken employment.

In Sioux City, 600 of 734 women had had some breaks in employment within the year, that is, some weeks in which no work was done; in St. Paul, 829 of 984 had had such breaks. Thus in each case over 80 per cent of the women reported had had some unemployment. Data for the firms reported in East St. Louis and Omaha show that the same was true of nearly 80 per cent of the women reported there. Table XXVI shows the number of breaks in employment, and Table XXVII the duration of these breaks, for the women in East St. Louis and Omaha. In each of the two cities about 70 per cent of the women reported had had only one break, but about 10 per cent had had three or more.

The following summary shows the numbers of women who had had breaks in employment in the chief departments in Sioux City and St. Paul.

Department	Sioux City		St. Paul	
	Number of women in plants visited	Per cent having breaks in employment reported	Number of women in plants visited	Per cent having breaks in employment reported
All departments.....	734	81.7	984	84.2
Kill.....	110	91.8	29	82.8
Offal.....	76	81.6	167	89.8
Casings (beef, hog, and sheep).....	96	86.5	81	84.0
Pork trim.....	176	84.1	171	92.4
Sausage casings.....	(1)	(1)	64	70.3
Sausage manufacturing.....	59	57.6	177	73.4
Smoked meat (other than sliced bacon).....	60	91.7	42	83.3
Sliced bacon.....	35	71.4	100	88.0
Lard, butter, butterine, and cheese.....	33	81.8	96	92.5
Other.....	89	73.0	57	78.7

¹ Included in sausage manufacturing on some pay rolls.

From the foregoing it is apparent that in all but three departments larger proportions of the St. Paul than of the Sioux City women had broken employment. In Sioux City, in every department but sausage manufacture over 70 per cent had breaks—over 80 per cent in six of the eight departments and over 90 per cent in kill and smoked meat. In St. Paul, over 70 per cent of the women in sausage casings and manufacture had broken employment, as had over 80 per cent of those in all other departments and over 90 per cent in pork trim and lard.

From Appendix Tables XXVI and XXXVIII it may be seen that of four comparable departments—pork trim, sausage pack, sausage manufacture, and sliced bacon—the first two had larger proportions in East St. Louis than they had in Sioux City or St. Paul of women with broken employment. Except in sliced bacon, larger proportions of the East St. Louis than of the Omaha women had broken employment. In pork trim and sausage manufacture Omaha stood between Sioux City and St. Paul in respect to employment breaks.

Period of service prior to first break in employment.

Reports made as to length of service within the 12-month period before the first break in employment, for 185 women in East St. Louis and 392 in Omaha, were as follows: ³

Weeks worked previous to first break in employment	Women who had any broken employment in—							
	All departments		Pork trim	Sausage casings	Sausage manufacturing	Sausage pack	Sliced bacon	Other
	Number	Per cent						
East St. Louis—All periods.....	185	100.0	49	25	48	20	43	-----
1 and under 4.....	47	25.4	11	9	10	4	13	-----
4 and under 12.....	63	34.1	20	4	14	6	19	-----
12 and under 24.....	46	24.9	18	8	11	5	4	-----
24 and under 36.....	21	11.4	-----	4	11	3	3	-----
36 and over.....	8	4.3	-----	-----	2	2	4	-----
Omaha—All periods.....	392	100.0	67	-----	84	19	80	1 142
1 and under 4.....	164	41.8	22	-----	39	4	43	56
4 and under 12.....	101	25.8	27	-----	18	4	14	38
12 and under 24.....	84	21.4	18	-----	12	9	11	34
24 and under 36.....	21	5.4	-----	-----	11	1	4	5
36 and over.....	22	5.6	-----	-----	4	1	8	9

¹ Includes 45 women in hog, sheep, and beef casings; 39 in kill and offal; 28 in offal cooler; 2 in glue; 16 in lard; and 12 in smoked meat.

The figures show that over one-fourth of the women reported in East St. Louis and over two-fifths of those in Omaha had worked less than four weeks before their first break in employment. Over 15 per cent in East St. Louis and 11 per cent in Omaha had worked at least 24 weeks—very roughly, six months—before suffering their first period of unemployment.

Causes of broken employment.

The number and cause of breaks in employment were reported for 554 women in Sioux City and 629 in St. Paul. Of these women, over one-tenth in Sioux City and nearly one-fifth in St. Paul had had three or more breaks in employment. Table XXV shows by department and city the number of women who had breaks in employment and the number of such breaks due to lay-offs and to other causes. Other causes were discharge, drop, and quit, but they have not been analyzed since the differences in the usage of these terms in the various employment departments were considerable. It is probably true that the extent of laying off is even greater than appears here, in that "drops" are sure to have included some lay-offs.⁴ Furthermore, women are

³ A similar tabulation was made for new employees only in Sioux City, St. Paul, and Ottumwa: it may be seen on p. 176.

⁴ A lay-off invariably indicated a separation caused by slack work, and it might continue a few days or a few weeks. In no way did a lay-off bar the employee from reemployment. A discharge denoted a complete and final separation for other causes on the part of the company, while a quit was voluntary on the part of the employee. In a large Sioux City plant several foremen customarily used the word "dropped," applying it indiscriminately to lay-offs, discharges, and quits. It was impossible to separate the "dropped" into specific causes in these records.

inclined to quit so as to avoid the lay-off that they know is due within a day or so. The summary following is taken from Table XXV:

Department	Sioux City					St. Paul				
	Number of breaks in employment with cause reported	Breaks in employment due to—				Number of breaks in employment with cause reported	Breaks in employment due to—			
		Lay-off		Other cause			Lay-off		Other cause	
		Number	Per cent	Number	Per cent		Number	Per cent	Number	Per cent
All departments.....	809	426	52.7	383	47.3	782	369	47.2	413	52.8
Kill.....	149	74	49.7	75	50.3	31	16	51.6	15	48.4
Offal.....	88	50	56.8	38	43.2	137	70	51.1	67	48.9
Casings (beef, hog, and sheep).....	131	62	47.3	69	52.7	66	24	36.4	42	63.6
Pork trim.....	184	121	65.8	63	34.2	160	60	37.5	100	62.5
Sausage casings.....						26	8	30.8	18	69.2
Sausage manufacturing.....	35	10	28.6	25	71.4	116	50	43.1	66	56.9
Smoked meat (other than sliced bacon).....	69	44	63.8	25	36.2	31	13	41.9	18	58.1
Sliced bacon.....	33	12	36.4	21	63.6	76	39	51.3	37	48.7
Lard, butter, butterine, and cheese.....	38	18	47.4	20	52.6	112	78	69.6	34	30.4
Other.....	82	35	42.7	47	57.3	27	11	40.7	16	59.3

From this summary it can be seen that in Sioux City over 50 per cent and in St. Paul a somewhat smaller proportion of the breaks in employment where cause was reported were due to the woman's being laid off. In the three departments with considerable numbers in each city, a larger proportion of the breaks in employment in Sioux City than in St. Paul were due to lay-offs. In Sioux City the proportion of lay-offs was largest in pork trim; in St. Paul it was largest in the departments making lard, butter, etc. In the four largest woman-employing departments in Sioux City, from 47.3 to 65.8 per cent of the breaks in employment were due to lay-offs, and in the four largest in St. Paul from 37.5 to 69.6 per cent of the breaks were due to this cause. The great variations among the departments may be seen in the summary.

If the women be considered whose names had been on the pay roll for all but a few weeks, and who therefore in all probability are representative of the steadier workers, the showing differs somewhat from that for all women. The extent of lay-offs of women whose names were on the pay rolls 44 weeks or more in the year of study was as follows:

City	Total number of breaks in employment with cause reported—women on the pay rolls 44 weeks or more	Per cent of breaks in employment due to—	
		Lay-off	Other cause
Sioux City.....	55	38.2	61.8
St. Paul.....	54	40.7	59.3

This shows that for these steadier workers the proportion of breaks in employment due to lay-off was somewhat greater in St. Paul than in Sioux City. In both Sioux City and St. Paul, but especially the former, the breaks in the employment of 44-week workers showed a much smaller proportion of lay-offs than did those of all workers. The proportions of breaks in employment due to lay-offs among all women and among those whose names were on the pay roll 44 weeks or more in the year of study were as follows:

City	All women	Women whose names were on pay roll 44 weeks or more
Sioux City.....	52.7	38.2
St. Paul.....	47.2	40.7

Duration of breaks in employment.

Tables XXVIII and XXIX in the appendix show the duration of breaks in employment, whether lay-offs or not, for 554 women in Sioux City and 629 in St. Paul.

In connection with the duration of absences from the books, it should be explained that in each case the cause given is that reported on the records as the immediate cause of separation. In the case of protracted absences classed as lay-offs there is no means of telling at what point the lay-off became a condition of being permanently off the rolls, whether for industrial reasons or from choice. In some cases it was made clear at the instant of lay-off that its duration would be of such indefinite length as practically to connote permanency. Probably it is fair to say that breaks classed as lay-offs were genuine, temporary lay-offs if not in excess of 10 or 12 weeks, but that after that a condition of unemployment instead of lay-off, its cause not ascertainable from the records, may be considered as having existed. The home-visit schedules, largely from other cities, show that some women were able to secure work elsewhere when laid off for long periods, but others complained of their weary waiting for the promised reemployment or their frequent visits to the office of the plant until finally securing work in the same or another department.

With this qualification regarding lay-offs in mind, the summaries and analyses in this section may be accepted as at least indicative of the extent of the absences following separations from the industry. The proportions of the women in the two cities who had breaks in employment for various periods of time were as follows:

City	Women with broken employment for which cause was reported		Per cent of women who had had breaks in employment of—			
	Number	Per cent ¹	Under 4 weeks	4 and under 14 weeks	14 and under 27 weeks	27 weeks and over
Sioux City.....	554	100.0	39.0	39.5	28.3	29.8
St. Paul.....	629	100.0	26.1	30.8	26.4	36.1

¹ Details aggregate more than total, as women reported several breaks of different duration.

100 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

On the whole, larger proportions of the women in Sioux City than of those in St. Paul had had breaks in employment for the shorter periods, while a noticeably larger proportion of the St. Paul women than those in Sioux City had been off the books for at least 27 weeks—roughly, 6 months—in the year.

The duration of the absences following lay-offs and other breaks in Sioux City and St. Paul is shown in the summary following:

Duration of absence after break in employment	Per cent of breaks with absence as specified in—			
	Sioux City		St. Paul	
	Lay-off	Other cause	Lay-off	Other cause
Total number of breaks.....	426	383	369	413
Under 4 weeks.....	36.4	21.4	28.5	19.1
4 and under 9 weeks.....	19.7	15.9	13.3	10.4
9 and under 14 weeks.....	9.2	12.8	20.3	8.7
14 and under 27 weeks.....	17.1	26.4	18.7	24.0
27 weeks and over.....	17.6	23.5	19.2	37.8

Of the lay-offs, over 60 per cent in both cities—65.3 and 62.1 per cent respectively—were followed by an absence of less than 14 weeks' duration. A considerably larger proportion in Sioux City than in St. Paul lasted less than four weeks.

NOTE.—Although emphasis has been laid in this section on the differences in the expectancy of unemployment in the two localities, it is a composite picture of three important firms in each place, and it may be that a further comparison of firms within the community would reveal varying managerial policies and greater stabilization of employment in some plants than in others. Because of various interpretations of terms (see p. 97) too sweeping conclusions must not be made of conditions in St. Paul in contrast to those in Sioux City.

NUMBER AND DURATION OF LAY-OFFS IN VARIOUS DEPARTMENTS

Table XXX shows the number and duration of lay-offs in the various departments. In Sioux City 39.9 per cent of the women reported and in St. Paul 30.8 per cent had been laid off at some time in the year. The duration of the absences following lay-offs, as far as such data existed in the reports, is shown in the summary next presented:

Duration of absence following a lay-off	Per cent of lay-offs followed by absence as specified in—	
	Sioux City	St. Paul
Under 1 week.....	9.4	6.2
1 and under 4 weeks.....	27.0	22.2
4 and under 8 weeks.....	16.2	12.2
8 and under 12 weeks.....	10.3	9.2
12 and under 16 weeks.....	5.2	14.9
16 and under 20 weeks.....	7.0	9.5
20 and under 24 weeks.....	4.7	3.0
24 and under 36 weeks.....	8.9	11.4
36 weeks and over.....	11.3	11.4

In St. Paul about half the women (49.8 per cent), but in Sioux City a number approaching two-thirds (62.9 per cent), had been laid off for periods of less than 12 weeks; in both cases the majority of such group had been laid off for less than four weeks. In each city more than 11 per cent of the women had been off the books, following a lay-off, for more than eight months.

The proportions of women laid off in the various departments were as follows:

Department	Sioux City		St. Paul	
	Number of women reported	Per cent having had lay-offs	Number of women reported	Per cent having had lay-offs
All departments.....	734	39.9	984	30.8
Kill.....	110	43.6	29	41.4
Offal.....	76	42.1	167	37.1
Casings (beef, hog, and sheep).....	96	39.6	81	23.5
Pork trim.....	176	48.3	171	31.0
Sausage casings.....	(¹)	(¹)	64	12.5
Sausage manufacturing.....	59	16.9	177	23.7
Smoked meat (other than sliced bacon).....	60	55.0	42	23.8
Sliced bacon.....	35	31.4	100	30.0
Lard, butter, butterine, and cheese.....	33	42.4	96	59.4
Other.....	89	24.7	57	17.5

¹ Included in sausage manufacturing on some pay rolls.

In every department but two, a smaller proportion of the women in St. Paul than of those in Sioux City had had breaks classed as lay-offs. In pork trim, the largest department and with almost identical numbers of women, only 31 per cent in St. Paul, in contrast to 48 per cent in Sioux City, had been laid off; in the work on casings, another department fairly comparable, the proportions of women so reported are very different. In only two groups in St. Paul—the departments making lard, butter, etc., and the kill department (the latter employing very few women)—had as many as 40 per cent of the women been laid off during the year.

Of the various departments in Sioux City, smoked meat had the largest proportion of women who had been laid off—55 per cent. Nearly 50 per cent of the women in pork trim had had lay-offs. The smallest proportion was in sausage manufacture, with about the same number of women as in smoked meat.

Lay-offs of short duration and protracted periods of absence following lay-offs are shown by department in the summary next presented, taken from Table XXX.

Department	Sioux City			St. Paul		
	Number of lay-offs	Per cent of lay-offs followed by an absence of—		Number of lay-offs	Per cent of lay-offs followed by an absence of—	
		Less than 4 weeks	36 weeks or more		Less than 4 weeks	36 weeks or more
All departments.....	426	36.4	11.3	1 369	28.5	11.4
Kill.....	74	25.7	16.2	16	25.0	-----
Offal.....	50	28.0	8.0	70	14.3	10.0
Casings (beef, hog, and sheep).....	62	41.9	4.8	24	37.5	4.2
Pork trim.....	121	35.5	15.7	60	28.3	5.0
Sausage manufacturing.....	10	(²)	(²)	50	28.0	30.0
Smoked meat (other than sliced bacon).....	44	31.8	13.6	13	(³)	(⁴)
Sliced bacon.....	12	(²)	(²)	39	23.1	10.3
Lard, butter, butterine, and cheese.....	18	55.6	-----	78	42.3	7.7
Other.....	35	65.7	-----	11	(⁵)	(⁴)

¹ Includes 8 lay-offs in sausage casings, not shown separately.

² 3 lay-offs.

³ 5 lay-offs.

⁴ 2 lay-offs.

⁵ 1 lay-off.

For all departments, the proportion of lay-offs of less than four weeks was much smaller in St. Paul than in Sioux City, but the proportions followed by absences of 36 weeks or longer were practically the same. Both in Sioux City and St. Paul, lard and related products and casings had the largest proportions of the short lay-offs. In several departments considerable proportions of the breaks in employment classed as lay-offs were followed by absences of 36 weeks or more—a period in excess of eight months.

COMMENTS ON LAY-OFFS MADE BY WOMEN VISITED IN THEIR HOMES

Comments on lay-offs were made by 159 women visited in their homes, the largest groups of whom worked in Kansas City, Omaha, and Chicago.⁵ These women had had 284 lay-offs. The duration of their lay-offs, as given by their own statements, their ages, and certain other data are shown in Tables XXXI to XXXV in the appendix. While this material is slight, in the three cities from which the largest numbers were reported the women formed nearly 4 per cent of those for whom any data were obtained in these cities, and it is probable that their statements are fairly representative of the general situation.

Of the 154 women reporting over-all time with the firm, over a third had been employed at least 5 years, including one-tenth whose over-all time was 10 years or longer. More than 45 per cent of 159 women reporting their ages were at least 30, and over 10 per cent were 40 or more. Of 159 women reporting number of lay-offs, more than one-fifth had had three or more within the year. The entire group averaged practically two lay-offs per woman (1.94), a much higher figure than that for St. Paul, where the average per woman was 1.22 lay-offs, or that of Sioux City, 1.45. Their comments gave testimony to the ever-present fear of loss of employment.

At night they hand you a lay-off slip. You see the forelady coming with the yellow slips and you want to run before she reaches you. My mother scolded every time I had a lay-off.

Was surprised, and not ready for a lay-off. Pretty hard in dead of winter. Couldn't find any work.

Some women had avoided additional lay-offs by getting transferred or by taking turns with other members of the department or other workers in the gang in staying home; frequently this was done upon advice of the foreman.

We take turns staying home a couple of days. We've got a pretty good gang and we hate to see anyone get laid off, so the boss and us fix it up by ourselves.

Each woman in the regular gang took one week off at two different times; four or five were off at a time.

Each woman in turn was laid off for one week.

In several instances it was stated that each table in the room was laid off in turn for a week's time while the season was slack.

⁵ The data in this section relate chiefly to places other than Sioux City and St. Paul, since in these two cities relatively few women were visited in their homes. However, it seems wise to insert these data here, since it is at this point that lay-offs are considered—information upon which was almost entirely from Sioux City and St. Paul.

Of 125 women who reported as to how they secured reemployment after being laid off, 56 had been sent for by the firm or had been told at the time of lay-off to return later; 25 others applied at the employment office and were taken on again, in some cases after repeated trials and long delay. As one timekeeper said, referring to periods of increasing activity when workers are taken on, "First come, first served." Twenty-three women who could not stand a wage loss got new jobs or did temporary work; 15 tried but could get no work.

BREAKS IN THE EMPLOYMENT OF NEW AND OF OTHER EMPLOYEES

Before taking up the discussion of the relation to the entire group of those women—roughly two-fifths—who were new employees, never before having been in the employ of the firm, it may be of interest to make a brief comparison of these new employees and another two-fifths whose names were on earlier employment records and who were considered to be old employees.⁶ Such comparison shows very clearly that, generally speaking, it is the newer employees who suffer the most breaks in employment and who are the less likely to be reemployed when business picks up. In Sioux City, 89.5 per cent of the new employees and 73.6 per cent of the old had had breaks in employment during the year, and 80.7 per cent of the new employees, in contrast to 43.7 per cent of the old, were off the books when the year closed. In St. Paul the figures show the same trend: 89.6 per cent of the new employees and 78.4 per cent of the old had had breaks in employment during the year, and 77.2 per cent of the new employees, in contrast to 44.8 per cent of the old, were off the books at the close of the year.

The proportions of new and of all employees who had had breaks in employment during the year were as follows:

City	Number of women reported		Per cent of women having broken employment among—	
	New employees	All employees	New employees	All employees
Sioux City.....	295	734	89.5	81.7
St. Paul.....	403	984	89.6	84.2

This summary makes clear the condition described—the considerably larger proportions of new employees with periods of broken employment, the difference being somewhat greater in Sioux City than in St. Paul.

The following shows the proportions who had had only one break in employment and who had had three or more, both for the new and for all employees who reported number and cause of separations, in the two cities.

⁶ The remaining group of employees had been on the books at some earlier date—in a number of cases several years before the period of study—but were absent from the rolls for at least six weeks immediately prior to their first appearance on the pay roll for the year studied and are considered as having much the same status as new employees.

City	New employees			All employees		
	Number of women having breaks in employment with cause reported	Per cent having—		Number of women having breaks in employment with cause reported	Per cent having—	
		Only 1 break	3 or more breaks		Only 1 break	3 or more breaks
Sioux City.....	260	75.0	7.7	554	67.5	10.5
St. Paul.....	326	83.1	3.7	629	81.9	4.6

Whether for new or for all employees, the great majority of women with breaks in employment had had only one such separation during the year. Somewhat larger proportions of the total than of the new employees had had three or more breaks in employment, indicating the greater readiness to take back the old employees, and their greater readiness to return, after breaks in employment. This is further borne out by the fact that somewhat larger proportions of the new than of all employees had had only one break, caused by the work in the rush season lasting for a relatively short period and being followed by a lay-off or discharge and no further employment within the year studied.

Service record of new employees prior to first break in employment.

Table XXXVI shows, for Sioux City, St. Paul, and Ottumwa combined, 661 new employees who had had broken employment, the total number of breaks, and the period worked previous to the first break. More than three-fourths of these new employees had had only one such separation, but nearly 6 per cent had had three or more breaks, one having six, and one seven. Over half these women had worked less than four weeks before their first break in employment, and fewer than 5 per cent (3.6) had worked as long as 24 weeks before being separated from their work; of those who had had three or more breaks in employment, over 55 per cent had their first separation before they had worked a month—more than 25 per cent in less than two weeks.

Causes of breaks in employment of new and of all employees.

If data for St. Paul, Sioux City, and Ottumwa be combined, the causes of employment breaks of new employees (see Table XXXVII) and of all women reported are found to be as follows:

	Total number of breaks in employment with cause reported	Per cent of breaks in employment due to—	
		Lay-off	Other cause
All breaks in employment reported.....	1,682	49.3	50.7
Breaks in employment of new employees.....	786	57.1	42.9

The foregoing shows that for the three cities combined the breaks in employment were lay-offs in almost three-fifths of the cases of new employees but in not quite half the cases of all.

The number of breaks in employment for which cause was reported, for all and for new employees in Sioux City and St. Paul, separately, and the proportions of these that were due to lay-offs and to other causes, were as follows:

City	New employees			All employees		
	Number of breaks in employment in the year with cause reported	Per cent of breaks in employment due to—		Number of breaks in employment in the year with cause reported	Per cent of breaks in employment due to—	
		Lay-off	Other cause		Lay-off	Other cause
Sioux City.....	353	59.2	40.8	809	52.7	47.3
St. Paul.....	398	55.8	44.2	782	47.2	52.8

The figures indicate that in each city much larger proportions of the breaks in employment of new employees than of all employees were due to lay-offs.

The following shows, for new and for all employees, the breaks in employment in three important woman-employing departments in Sioux City and St. Paul.

TABLE 6.—Breaks in employment of new and of all employees in three departments, Sioux City and St. Paul

City and department	Number of women reported in plants visited	Women having breaks in employment		Number of women having breaks in employment with cause reported	Number of breaks in employment with cause reported	Breaks in employment due to—	
		Number	Per cent			Lay-off	Other cause
NEW EMPLOYEES							
Sioux City:							
Offal.....	19	15	78.9	14	23	13	10
Pork trim.....	51	50	98.0	49	61	47	14
Sausage manufacturing.....	14	12	85.7	12	15	5	10
St. Paul:							
Offal.....	66	59	89.4	53	63	32	31
Pork trim.....	71	71	100.0	69	80	43	37
Sausage manufacturing.....	55	43	78.2	38	44	19	25
ALL EMPLOYEES							
Sioux City:							
Offal.....	76	62	81.6	54	88	50	38
Pork trim.....	176	148	84.1	130	184	121	63
Sausage manufacturing.....	59	34	57.6	29	35	10	25
St. Paul:							
Offal.....	167	150	89.8	111	137	70	67
Pork trim.....	171	158	92.4	134	160	60	100
Sausage manufacturing.....	177	130	73.4	94	116	50	66

This summary shows that, whether for new or for all employees, the largest proportion of women having broken employment was in pork trim; the smallest, with one exception, was in sausage manufacture. In the following cases, over half the breaks in employment for which cause was reported were due to lay-offs: For both new and all

employees in both cities in offal and in Sioux City in pork trim; for new employees in St. Paul in pork trim.

Lay-offs of new and all employees.

The proportions of new employees and of all women reported who had various numbers of lay-offs in Sioux City and St. Paul were as follows:

	Sioux City				St. Paul			
	Number of women reported who had lay-offs	Per cent of women laid off—			Number of women reported who had lay-offs	Per cent of women laid off—		
		Once	Twice	Three times or more		Once	Twice	Three times or more
All women reported.....	293	68.6	20.5	10.9	303	83.2	12.9	4.0
New employees.....	152	74.3	16.4	9.2	184	84.8	11.4	3.8

Since lay-offs form so large a part of all breaks in employment, it is not surprising to find the proportions of women having had but one lay-off practically the same as the proportions having had only one break in employment. (See summary on p. 104.)

The next summary shows the number of lay-offs and the duration of the period off the books that followed, for new and for all employees in Sioux City and St. Paul.

Duration of absence following lay-off	Sioux City		St. Paul	
	New employees	All employees	New employees	All employees
Number of women reported.....	295	734	403	984
Per cent having lay-offs.....	51.5	39.9	45.7	30.8
Number of lay-offs.....	209	426	222	369
Per cent of lay-offs followed by absence of—				
Under 2 weeks.....	28.2	25.6	20.7	18.7
2 and under 4 weeks.....	10.0	10.8	9.9	9.8
4 and under 8 weeks.....	15.8	16.2	11.3	12.2
8 and under 12 weeks.....	10.5	10.3	8.6	9.2
12 and under 24 weeks.....	18.2	16.9	27.5	27.4
24 and under 36 weeks.....	7.2	8.9	14.4	11.4
36 weeks and over.....	10.0	11.3	7.7	11.4

More than half of the new employees in Sioux City and about 46 per cent of those in St. Paul had had lay-offs. In each case a much smaller proportion of all than of new employees had had lay-offs, indicating the great difference between old and new employees in this respect already commented upon.

In each city the duration of the period off the books following a lay-off tended to be so little different for new and all employees as to indicate the same practice in each case. The cities differed, however. In St. Paul the proportion of relatively long lay-offs was greater than in Sioux City; in the latter over 60 per cent of the lay-offs of both all and new employees were for less than 12 weeks, but in St. Paul only 50 per cent were of such duration.

TABLE 7.—Number of lay-offs of new and of all employees, by city and department

City and department	New employees								All employees												
	Number of women reported	Women having lay-offs		Number of lay-offs	Number of women whose lay-offs numbered—					Number of women reported	Women having lay-offs		Number of lay-offs	Number of women whose lay-offs numbered—							
		Number	Per cent of all women		1	2	3	4	5		7	Number		Per cent of all women	1	2	3	4	5	7	
Sioux City—Total.....	295	152	51.5	209	113	25	13			1	734	293	39.9	426	201	60	26	5			1
Kill.....	46	23	50.0	34	18	3	1			1	110	48	43.6	74	32	11	3	1			1
Offal.....	19	9	47.4	13	5	4					76	32	42.1	50	19	10	1	2			
Casings (beef, hog, and sheep).....	38	25	65.8	38	16	5	4				96	38	39.6	62	21	11	5	1			
Pork trim.....	51	36	70.6	47	27	7	2				176	85	48.3	121	60	15	9	1			
Sausage manufacturing.....	14	5	(¹)	5	5						59	10	16.9	10	10						
Smoked meat (other than sliced bacon).....	32	18	56.3	22	15	2	1				60	33	55.0	44	25	5	3				
Sliced bacon.....	21	9	42.9	10	8	1					35	11	31.4	12	10	1					
Lard, butter, butterine, and cheese.....	18	8	44.4	9	7	1					33	14	42.4	18	10	4					
Other.....	56	19	33.9	31	12	2	5				89	22	24.7	35	14	3	5				
St. Paul—Total.....	403	184	45.7	222	156	21	5	1	1		984	303	30.8	369	252	39	10	1	1		
Kill.....	18	10	55.6	13	8	1	1				29	12	41.4	16	9	2	1				
Offal.....	66	30	45.5	32	28	2					167	62	37.1	70	54	8					
Casings (beef, hog, and sheep).....	36	11	30.6	13	9	2					81	19	23.5	24	15	3	1				
Pork trim.....	71	37	52.1	43	33	2	2				171	53	31.0	60	48	3	2				
Sausage casings.....	14	7	(¹)	7	7						64	8	12.5	8	8						
Sausage manufacturing.....	55	17	30.9	19	15	2					177	42	23.7	50	35	6	1				
Smoked meat (other than sliced bacon).....	13	3	(¹)	4	2	1					42	10	23.8	13	7	3					
Sliced bacon.....	47	16	34.0	19	14	1	1				100	30	30.0	39	24	3	3				
Lard, butter, butterine, and cheese.....	71	47	66.2	65	35	9	1	1	1		96	57	59.4	78	43	10	2	1	1		
Other.....	12	6	(¹)	7	5	1					57	10	17.5	11	9	1					

¹ Not computed, owing to the small number involved.

Table 7 shows the lay-offs of new and of all employees in various departments in Sioux City and St. Paul. Naturally, in some cases the numbers are small. In every department that can be compared, in each city, a larger proportion of new than of all employees had had lay-offs. In four of six departments for new and in six of eight for all employees, larger proportions of Sioux City than of St. Paul women had had lay-offs. In the following departments more than half the new employees had had lay-offs: Casings, pork trim, and smoked meat in Sioux City, and kill, pork trim, and lard in St. Paul. In smoked meat in Sioux City and lard in St. Paul more than half of all employees had had lay-offs. In Sioux City the smallest proportion of new employees laid off was in sliced bacon; in St. Paul it was in casings and sausage manufacture. Of all employees in Sioux City, the smallest proportions laid off were in sausage manufacture; in St. Paul, in sausage casings. Whether new or all employees be considered, in Sioux City roughly one-half and in St. Paul about seven-tenths of the lay-offs reported were first lay-offs.

The summary following shows the duration of absence from the books following lay-offs among new and all employees in three important woman-employing departments.

Department and status of employees	Number of women reported	Per cent of women having lay-offs	Number of lay-offs	Number of lay-offs followed by absence of—						
				Under 2 weeks	2 and under 4 weeks	4 and under 8 weeks	8 and under 12 weeks	12 and under 24 weeks	24 and under 36 weeks	36 weeks and over
SIOUX CITY										
New employees:										
Offal.....	19	47.4	13	3	4	1	-----	3	-----	2
Pork trim.....	51	70.6	47	11	5	9	5	6	4	7
Sausage manufacturing..	14	(¹)	5	-----	1	1	-----	-----	1	2
All employees:										
Offal.....	76	42.1	50	8	6	10	5	12	5	4
Pork trim.....	176	48.3	121	30	13	16	14	18	11	19
Sausage manufacturing..	59	16.9	10	2	1	1	1	-----	2	3
ST. PAUL										
New employees:										
Offal.....	66	45.5	32	3	3	6	1	12	4	3
Pork trim.....	71	52.1	43	9	3	1	5	16	7	2
Sausage manufacturing..	55	30.9	19	2	2	3	-----	5	4	3
All employees:										
Offal.....	167	37.1	70	5	5	10	11	28	4	7
Pork trim.....	171	31.0	60	13	4	4	8	20	8	3
Sausage manufacturing..	177	23.7	50	8	6	8	1	6	6	15

¹ Not computed, owing to the small number involved.

The foregoing shows again that new employees had larger proportions of lay-offs than had all employees. Whether for new or for all employees, the largest proportion of the lay-offs in these important women-employing departments generally was in pork trim and the smallest was in sausage manufacture. The lay-offs showed a definite tendency to be for longer periods in St. Paul than in Sioux City.

Season of the year in which breaks in employment of new and old employees occurred.

Table XXXVIII shows the period of the year of study in which the breaks in employment of new and of old employees occurred. Two types of new employees are shown separately in this table—those already discussed at some length, who had never been on the books before, and those described in the footnote on page 103, who, although they had previously worked for the same firm, had been off the books for six weeks or longer just before the beginning of their employment record for the year of the study. As before stated, some women in the latter group had not worked with the firm for several years prior to the study, and the entire group may be considered as new employees for this discussion.

Of the old employees, over one-fourth in Sioux City and over one-fifth in St. Paul had been on the books throughout the year without a break, but of the new employees in the two groups combined only a little over one-tenth (12.3 and 11.8 per cent) in each city had had no breaks in employment, the proportion being smaller for those who had never been on the books before.

The proportion of the new employees who were off the books at the end of the year of study was strikingly larger than that of the old employees, and this was true both in Sioux City and St. Paul. The proportions not on the books when the year closed, expressed as percentages, were as follows:

Period off books	Sioux City			St. Paul		
	New employees	Former employees counted as new	Old employees	New employees	Former employees counted as new	Old employees
Total at end of year ¹	80.7	69.5	43.7	77.2	71.3	44.8
End of the year only.....	61.0	46.1	18.3	63.0	56.9	22.9
End of the year and also another period...	19.7	23.4	25.4	14.1	14.4	21.9

¹ Year was from June, 1927, to May, 1928.

The end of the 12-month period studied came after the close of the peak season in hogs. In each city about three-fourths of the new employees—considering the two classes together—had lost their employment at that time, the proportion being greater for those who had never been on the books before. Although the proportion of old employees off the books at this period was considerably below that of the new, nevertheless it was large enough to testify to the distinct slump at this time of the year, and it was similar in the two cities—nearly 45 per cent in each case.

The situation in the two cities was sufficiently similar to indicate, as seems reasonable, that it is usual for smaller proportions of new than of old employees to be kept in mind, for reemployment when they are able to return or when business becomes active again, and for much larger proportions of the new than of the old to be out of employment at the close of the season of peak activity.

Table 8 shows by department the new and the old employees having no breaks in employment and those who had breaks at the end of the year.

TABLE 8.—*Employees having no breaks in employment and employees having breaks at end of the year, by department and whether new¹ or old employees*

Department	Sioux City							St. Paul						
	Total number of women reported	New employees ¹			Old employees			Total number of women reported	New employees ¹			Old employees		
		Number reported	Per cent having—		Number reported	Per cent having—			Number reported	Per cent having—		Number reported	Per cent having—	
			No breaks in employment	Breaks in employment at end of year ²		No breaks in employment	Breaks in employment at end of year ²			No breaks in employment	Breaks in employment at end of year ²		No breaks in employment	Breaks in employment at end of year ²
All departments.....	734	423	12.5	77.3	311	26.7	43.7	984	591	11.8	75.3	393	21.6	44.8
Kill.....	110	68	4.4	94.1	42	14.3	66.7	29	20	10.0	85.0	9	(3)	(3)
Offal.....	76	36	16.7	77.8	40	20.0	37.5	167	114	9.6	86.0	53	(3)	60.4
Casings, beef.....	24	11	(3)	(3)	13	(3)	(3)	21	12	(3)	(3)	9	(3)	(3)
Casings, hog and sheep.....	72	43	4.7	81.4	29	24.1	65.5	60	45	11.1	75.6	15	20.0	40.0
Pork trim.....	176	87	10.3	78.2	89	21.3	41.6	171	104	4.8	81.7	67	11.9	40.3
Sausage casings.....								64	26	23.1	53.8	38	34.2	31.6
Sausage manufacturing.....	59	18	16.7	72.2	41	53.7	19.5	177	84	29.8	50.0	93	23.7	50.5
Sausage pack.....	32	21	38.1	33.3	11	(3)	(3)	37	8	(3)	(3)	29	37.9	27.6
Smoked meat (other than sliced bacon).....	60	42	2.4	85.7	18	22.2	44.4	42	20	10.0	60.0	22	22.7	54.5
Sliced bacon.....	35	26	30.8	61.5	9	(3)	(3)	98	66	6.1	81.8	32	25.0	34.4
Lard, butter, butterine, and cheese.....	33	26	15.4	60.2	7	(3)	(3)	96	80	7.5	83.8	16	6.3	50.0
Other.....	57	45	17.8	71.1	12	(3)	(3)	22	12	(3)	(3)	10	(3)	(3)

¹ Includes those who had never been on the books before and those who had been off the books for at least 6 weeks immediately prior to their employment record in the year of study.² Year was from first week in June, 1927, to last week in May, 1928.³ Not computed, owing to the small number involved.

In practically all comparable departments, a greater proportion of old than of new employees had worked without any break in employment. Wherever comparisons by department could be made between the two cities, the differences between old and new employees in this respect were greater in Sioux City than in St. Paul.

In every department in both cities—with the exception of sausage manufacture in St. Paul, where the percentages were practically identical—larger proportions of new than of old employees, usually very much larger proportions, were off the books at the slack season following the winter's activity in hog packing.

EXTENT TO WHICH BONUS PAYMENTS, THE 40-HOUR GUARANTY, AND VACATIONS WITH PAY HAD BEEN RECEIVED, IN TWO CITIES

Table XXXIX gives data as to the number of women reported in Sioux City and St. Paul whose earnings had included a bonus, the number to whom one or more 40-hour-guaranty payments had been made, and the number who had been given vacations with pay. These data are shown for all women reported and also for those who had been on the pay rolls 44 weeks or more in the year.—

City	Total number of women in firms giving—			Per cent of women who had received—		
	Bonus	Guaranteed pay	Vacation with pay	Bonus	Guaranteed pay	Vacation with pay
All women:						
Sioux City.....	282	734	734	77.3	24.4	7.5
St. Paul.....	798	984	798	80.6	18.9	9.3
Women who had worked 44 weeks or more:						
Sioux City.....	70	157	157	97.1	47.8	30.6
St. Paul.....	195	227	195	100.0	21.1	26.7

The summary following shows by department the women in Sioux City and St. Paul who had been on the pay rolls 44 weeks or longer:

Department	Sioux City		St. Paul	
	Total number of women reported	Per cent who had worked 44 weeks or more	Total number of women reported	Per cent who had worked 44 weeks or more
All departments.....	734	21.4	984	23.1
Kill.....	110	10.0	29	13.8
Offal.....	76	25.0	167	12.0
Casings (hog and sheep).....	72	16.7	60	18.3
Pork trim.....	176	25.0	171	22.8
Sausage casings.....			64	35.9
Sausage manufacturing.....	59	49.2	177	29.9
Sausage pack.....	32	18.8	37	56.8
Smoked meat (other than sliced bacon).....	60	18.3	42	23.8
Sliced bacon.....	35	20.0	100	24.0
Lard, butter, buttermine, and cheese.....	33	18.2	96	10.4
Other.....	81	14.8	41	29.3

In both Sioux City and St. Paul, only a little over one-fifth of the women had been on the pay rolls as much as 44 weeks; the proportion was somewhat the larger in St. Paul. In four departments, larger proportions of the Sioux City women than of those in St. Paul had worked 44 weeks or longer; these were offal, pork trim, sausage manufacture, and lard. In five departments the proportion was the larger in St. Paul. In Sioux City the proportion was highest in sausage manufacture and lowest in kill; in St. Paul it was very high for the few women in sausage pack, and it was lowest in lard, butter, etc., and in offal.

Women who were paid a bonus.

A somewhat larger proportion of all the women in the firms affected in St. Paul than of those in Sioux City had been paid under the bonus system. Of the women on the pay rolls 44 weeks or more, all in St. Paul and all but 3 per cent in Sioux City had received bonus payments. Of the women who had worked as much as 44 weeks and who had been paid on the bonus system, nearly 60 per cent in Sioux City and nearly 75 per cent in St. Paul had received bonus payments in each of the weeks worked.

Women who had received guaranteed pay.

The 40-hour guaranty had been paid to larger proportions of women in the firms affected in Sioux City than in St. Paul. When coupled with the fact that in St. Paul the proportion who had had lay-offs was somewhat the smaller, this might appear to indicate either that the supply of work was more continuous or that the flow of work was under more effective control in St. Paul than in Sioux City. It is likely, however, to be due partly to the greater proportion of Sioux City women than of St. Paul women employed in the kill, offal, and pork-trim departments, where the guaranty more generally applies.

Of the recipients of guaranty pay among the women more steadily employed, those who had worked 44 weeks or longer, 67 per cent in St. Paul, in contrast to 55 per cent in Sioux City, had received such pay for more than three weeks, though none for over 13 weeks.

Women who had had vacations with pay.

It is not surprising to find that vacations with pay had been given to comparatively few women, and to larger proportions of those who had worked 44 weeks or more than of all reported. In general, the vacations were of a week's duration. A few of the women had had two weeks.

PART IX.—COMPOSITION AND ECONOMIC STATUS OF THE FAMILIES OF WOMEN WORKERS

In all, 897 workers were visited in their homes, the numbers in the various cities being as follows:

All cities.....	897
Chicago.....	382
East St. Louis.....	101
Kansas City.....	215
Omaha.....	97
Ottumwa.....	15
St. Joseph.....	51
St. Paul.....	26
Sioux City.....	10

Since the reports from Ottumwa, St. Paul, and Sioux City are so few in number, ordinarily they will be included only in the totals in the discussion that follows, and will be omitted from the details by city.

THE HOMES OF THE WORKERS

Workers living at home, with other relatives, or independently.

Of the 897 women visited in their homes, all but 6 reported on their living condition. The great majority of these workers—90 per cent—were living at home. Included here are the women whose relation to the group was wife, mother, daughter, granddaughter, or sister living with single brothers or sisters. A very small proportion lived with other relatives, such as aunts or married sisters or brothers. Less than 8 per cent lived entirely apart from their own families or relatives.

Living condition is correlated with nativity and race in the statement following.

Nativity and race of women interviewed	Number of women reporting living condition	Women who lived—					
		At home		With other relatives		Independently	
		Number	Per cent	Number	Per cent	Number	Per cent
All groups.....	891	803	90.1	19	2.1	69	7.7
Native white.....	309	285	92.2	7	2.3	17	5.5
Foreign born.....	432	404	93.5	5	1.2	23	5.3
Negro.....	150	114	76.0	7	4.7	29	19.3

Size of house or apartment and number of persons in the household.¹

Table XL in the appendix gives data as to the size of house or apartment and number of persons in the household of 772 women interviewed. The usual household consisted of from two to four

¹ Includes lodgers.

persons, 51.6 per cent of the total being so reported. The house or apartment most commonly found had four or five rooms—58 per cent of the households having such quarters—and there were more than one and a half times as many of four rooms as of five. Thirty-two per cent of the households of two persons and from approximately 43 to 48 per cent of those of three, four, and five persons lived in four rooms. Over one-fourth of the households of these sizes taken together lived in places having less than four rooms. Households of six or more members formed over one-fourth of those studied, and of these more than one-third lived in four rooms or less, obviously a crowded condition for groups of such size. Two of the households living in so small a space had 11 members each.

Nativity and race of woman interviewed	Number of households having complete information reported	Households of 6 or more members		
		Number	Per cent of all households reported	Per cent living in 4 rooms or less
All nativity groups.....	767	218	28.4	36.2
Native white.....	236	95	40.3	35.8
Foreign born.....	390	103	26.4	38.8
Negro.....	141	20	14.2	25.0

According to Table XLI in the appendix, the 772 households for which number of persons and number of rooms were reported were distributed by city as follows:

Chicago.....	332
East St. Louis.....	81
Kansas City.....	195
Omaha.....	82
Others.....	82

Omaha had the largest proportion of households of six or more members, but in this city an especial effort was made to visit the families in which the responsibilities of the women were particularly heavy. Almost half of the Omaha households were reported as having at least six members, while in every other city from about 65 to just over 70 per cent had two to five members.

For households of two to five persons, Omaha made the best showing in size of homes, slightly more than one-half living in five rooms or more; East St. Louis made the poorest showing, three-fifths of the households reported living in less than four rooms, seven-eighths in four rooms or less.

Of the households of six or more persons, less than one-fifth in Kansas City and about one-fourth in Omaha lived in four rooms or less, but in Chicago the proportion ran well above two-fifths (46.3 per cent) of the 80 such households reported. East St. Louis again made the poorest showing in the proportion of the larger households living in such crowded accommodations—14 of the 22 reported.

Lodgers.

Table XLII in the appendix shows that for 773 households the number having lodgers was reported. Of these households, 13.3 per cent had lodgers. The proportion was as high as 17.8 per cent in Chicago, in which 320 families were reported, 12.8 in Kansas City, in which 196

families were reported, and about 10 per cent in Omaha and East St. Louis, in each of which fewer than 100 were reported.

Of the 103 households with lodgers, 14 had three or more. Less than 10 per cent of the 248 native white women and 12 per cent of the 401 foreign born reported having lodgers in the household, but about 26 per cent of the 119 negro women made such report.

Type of house.

The type of home was reported for 762 households and may be seen from Tables XLIII and XLIV in the appendix. Just over half were 1-family homes, less than one-fifth were 2-family, and over one-fourth were multifamily dwellings.² Over 80 per cent of the homes of the native white and nearly 70 per cent of those of the foreign-born women were of the 1-family or 2-family type, but this was true of only one-half of the homes of the negro women, a large proportion of whom lived in multifamily dwellings. In Chicago nearly 60 per cent of all households reported were in multifamily buildings; in the other cities 70 per cent or more lived in 1-family homes, in Omaha the proportion running as high as 96.5 per cent.

It is of interest to know the extent to which these households lived under modern conditions, and the following summary gives data as to the sanitary facilities in 772 homes:

City	Total number of houses reported	Houses with—									
		Modern equipment (inside bath, toilet, sink)		Inside toilet and sink		Sink but not inside toilet		Neither water nor toilet inside		Other	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All cities ¹	772	257	33.3	237	30.7	190	24.6	60	7.8	28	3.6
Chicago.....	331	128	38.7	183	55.3	12	3.6	—	—	8	2.4
East St. Louis.....	78	18	23.1	10	12.8	31	39.7	14	17.9	5	6.4
Kansas City.....	198	58	29.3	15	7.6	104	52.5	14	7.1	7	3.5
Omaha.....	82	27	32.9	9	11.0	23	28.0	18	22.0	5	6.1
St. Joseph.....	42	15	35.7	6	14.3	15	35.7	3	7.1	3	7.1

¹ Includes cities with numbers too small to report in detail.

One-third of the homes reported had the modern equipment of bath, inside toilet, and sink. Almost as many had toilet and sink but no bath, and one in four had neither bath nor inside toilet. Less than one-tenth were without any of these conveniences.

Home ownership.

Tables XLIII and XLIV also show that somewhat more than one-half of the 757 families whose tenure of home was reported were renting, and of the 358 owned homes less than 40 per cent were unencumbered. Between 45 and 50 per cent of the families of the native white

² "A multifamily dwelling is one designed to accommodate three or more families. The term is equivalent to the less definite term 'apartment house' or 'tenement house.'"—Bureau of Labor Statistics, Handbook of Labor Statistics, 1929 ed., p. 209.

The Encyclopedia Britannica states that in England both tenement and apartment signify a poor place of abode, and that in the United States, while the words are not technically distinguished, common usage applies the term "apartment" to a dwelling having better equipment and facilities than that designated by the term "tenement."

and of the foreign-born women were renters, but over 80 per cent of the negro households were in this class.

Where the woman interviewed was native white, half the homes owned or being bought were mortgaged or otherwise encumbered, as were over three-fifths of those of the foreign born and nearly three-fourths of those of negro women.

The largest proportion of rented homes—70 per cent—was in Chicago; in East St. Louis about 45 per cent and in Kansas City and in Omaha about 36 per cent were in this class. In East St. Louis about one-fourth of the homes and in Kansas City over one-third were fully owned, but in Chicago and Omaha only small proportions were owned free. Only six of the fully-owned homes reported were those of negro families, five of these being in Kansas City. Of the fully owned homes, about 60 per cent in Chicago and in Kansas City were those of foreign-born women. Over 50 per cent in East St. Louis and over 60 per cent in Omaha were those of native white women.

Amount of rent.

Table XLV in the appendix shows, by number of rooms occupied, the rents paid by 373 families. About 45 per cent of the homes for which rental was reported had four rooms, and for accommodations of this size more than half the families paid \$15 and under \$20.

About 23 per cent of the families paid \$10 and under \$15 for rent, more than two-thirds of these homes having three or four rooms. Over one-fifth of the families paid at least \$25 in rent, more than four-fifths of these having from four to six rooms. Of the 42 two-room accommodations, more than half rented for \$10 and under \$15, and of 291 homes of three to five rooms, 43.3 per cent rented for \$15 and under \$20. Of 12 homes renting for \$50 or more, none was smaller than five rooms.

In the four largest cities the most common rent, paid by about one-third to over two-fifths of the families, was \$15 and under \$20. The largest group of families paying this price in East St. Louis had 3 rooms, in Kansas City and Chicago 4 rooms, and in Omaha 5 rooms. The distribution of the families by amount of rent, and the most common size of the homes renting at \$15 and under \$20, are shown in this summary:

City	Total number of families reported	Families paying—					
		Under \$15	\$15 and under \$20		\$20 and under \$25	\$25 and over	
			Number	Size of home most common			
		Number of rooms		Number of families having			
All cities ¹	373	103	136	4	85	54	80
Chicago.....	212	43	72	4	60	32	65
East St. Louis.....	33	11	12	3	10	8	2
Kansas City.....	65	25	28	4	20	7	5
Omaha.....	26	11	11	5	7	3	1

¹ Includes cities with numbers too small to report in detail.

In Chicago about one-fifth of the families and in the other cities one-third or more paid less than \$15. Of these the largest group in Chicago, Kansas City, and Omaha had four rooms, and in East St. Louis, three. Higher rents, of \$25 and over, were paid by 65 Chicago families—about 30 per cent of those reported—and five or six rooms ordinarily were had for this price. In the other cities reported very few families paid such high rents.

WAGE EARNERS IN THE FAMILY OTHER THAN THE WOMAN VISITED

Employment in meat packing.

Of the families reporting employment of their members, 387 had two or more wage earners, including the woman interviewed, in meat packing. In over three-fourths of these, all wage earners in the family were so employed, and this was the case in nearly one-fifth of the families having four wage earners and in somewhat less than one-half of those with three, as is shown in the following summary.

Number of wage earners in family	Number of families with 2 or more wage earners in meat packing	Number having all wage earners in meat packing
All families.....	387	297
2.....	243	243
3.....	102	46
4.....	32	6
5 or more.....	10	2

The foregoing indicates the very large extent to which the families visited had all their wage earners employed in meat packing. How closely the fate of a family may be tied to one industry, and how futile an attempt to better the economic status may prove in the end, is illustrated by the cases of two Croatian families visited in their Omaha homes, summarized as follows:

A woman, aged 33, returned from a visit to Croatia. Her husband had been to Detroit to try work in an automobile factory. He could not get a good job, so returned to Omaha, and then could not get back his steady job in meat packing, which leaves her meat-packing wage their chief dependence. There are five sons, the oldest 14. They pay \$25 rent for an 8-room house in fair repair.

A woman, aged 34, had seven children, the oldest 16. Her husband thought to better himself by going to Detroit. He had a steady job there for over a year and a half and sent home \$10 to \$15 a week. It was hard for such a large family to get along on this. When work grew slack in Detroit, he returned, only to find that he could not get steady work again in meat packing. The mother had to go to work and now has had to take her 16-year-old daughter out of school to work.

Employment other than in meat packing.

The occupations other than meat packing engaged in by members of the families visited are shown in Tables XLVI and XLVII for 91 female wage earners in 82 families and for 343 male wage earners in 309 families.

Of the female wage earners reported, 57 were the daughters, 8 were the mothers, and 26 were the sisters of the women interviewed. Of these women, 41 were in some branch of manufacturing, the largest

single group being in food industries. The largest group of those outside manufacturing were in clerical pursuits, chiefly as stenographers or not specified. The groups next in size were in mercantile establishments and in domestic and personal service. The daughters were more commonly in clerical work or stores than were the mothers or sisters.

Over half (54.2 per cent) of the male wage earners reported were husbands of the women visited, the remainder being fairly equally divided as brothers, sons, and fathers. Over 40 per cent of these men were in manufacturing industries, and over 15 per cent were general laborers, a large proportion of whom were in manufacturing plants. The largest groups in manufacturing were in metal and wood industries and in railroad and machine shops. Over 10 per cent of those reported were in transportation, and nearly 10 per cent were in domestic and personal service. Almost 7 per cent were reported engaged in their own business, and among the occupations of these were those of barber, carpenter, dealer in coal and ice, grocer, paper hanger, shoe repairer, and trucker and hauler. Unpublished data show that in the two cities having the largest numbers reported—Chicago with 149 and Kansas City with 107—in each case over half the men not in meat packing were in manufacturing. In Chicago over a tenth were in transportation and a similar proportion were in domestic and personal service.

Steadiness of employment.

From Table XLVIII in the appendix may be seen the steadiness of employment as reported for wage earners, both men and women, other than the women interviewed. The reports cover 165 women and 698 men.

Nearly 80 per cent of the women and over 70 per cent of the men were reported as having been steadily employed during the 12 months just past, but since the information was secured during the home visits and the women interviewed often could remember only the more definite periods of rather extended unemployment, it is probable that the estimates of steady employment include some cases in which the workers lost from four to eight weeks' time or worked many short weeks or short days. Even under these conditions, about 20 per cent of the women and nearly 29 per cent of the men were reported as having had unsteady employment.

The largest proportions of steady workers among the men were in families having three wage earners in addition to the woman interviewed, the greatest unsteadiness in those of two such wage earners. Among women steady employment was greatest where there was but one wage earner besides the person interviewed, and the least where there were three such employed persons.

In Chicago a larger proportion of women had steady employment and of men unsteady employment than in any other city. Excluding the cities where the numbers reported were small, the one in which the largest proportion of the men in the families visited were steadily employed was Omaha.

A number of the husbands who were unsteadily employed were in meat packing; others were scattered in various types of work such as foundry, construction work, odd jobs of carpentering, work with street car or railway, coal yard or lumber yard, janitor, iron works,

and own business such as grocery or coal. One had worked 10 years in a railroad shop, during which time the wife had not had to work; then he was laid off, as the shop work was transferred to another town; he went into meat packing, but as a new man there he was one of the first to be subject to lay-off. There are three school children to support in this family, the oldest 13. The home is a good 5-room cottage renting for \$22.50.

In many of the instances in which the husband was unsteadily employed the reason was illness, or his unsteadiness seemed to date from a past illness that left him less robust than formerly. And as a Polish woman in Chicago put it: "My man try hard. Can't help be sick." Frequently the woman, even though not the sole breadwinner, becomes in fact the chief support of the family, perhaps assisted by the husband's irregular earnings or by the beginning wages of a young son or daughter.

Some of the cases that illustrate the family status thus described are as follows:

A native white woman 21 years of age—whose husband developed tuberculosis about three years ago, shortly after their marriage, and is in a sanitarium—lives in a 7 room mortgaged house in Kansas City. She has a little girl of 2 years and lives with her mother, who has five children, two of them under 6. She stayed home with her baby and kept house while her mother worked. Then the mother became pregnant and remained at home while the daughter went to work. Now the mother has a night job cleaning offices and the daughter works by day at meat packing.

A Polish woman of 37 who is the main support of a family consisting of herself, a sick husband, a daughter in office work, and four boys 11 to 16, all in school. She has earned \$1,170 during the year in beef casings. She does all her own housework, except that she has wet wash done. The rent for their Chicago tenement home is \$15.

Another Chicago Polish woman, in her 50th year. The husband is ill, and although the young daughter, who works regularly in a cafeteria, contributes her entire earnings of \$12 a week, the mother is the chief breadwinner. She earned about \$913 in the year. The rent is \$15.

A native white woman of 43, who was the only earner in her Omaha family at the time of the interview. A daughter of 17 and a son work when they are able and can keep jobs. The husband lost an arm and is unable to work, and there are five children in school and a little boy at home—a family of 10. They live in a 7-room house renting for \$15. The mother had earned about \$1,122 in the year as a pork trimmer.

An Italian woman of 34, who lives in a 2-family house in Chicago. She was the only wage earner when visited, as her husband "can't catch him a job." A daughter 16 is the housekeeper, and there are four other children in school and one of 5 years—a family of eight to provide for from her meat-packing wage.

A Croatian woman of 41, living in Kansas City. Her husband was not taken back at the meat-packing plant after an operation and an illness of two months. For a year he was out of work and is now a laborer in a lumber camp. A son worked with the railroad, but was laid off because of poor sight. There are three children in school, the oldest 12, and one child of preschool age. A daughter of 14 has just gone to work in domestic service for \$7 a week. The mother was discouraged when visited and feared the coming winter. They owe \$100 at the grocery store and \$86 in hospital and doctor's bills.

A Slovak of East St. Louis, 38 years old. Her husband is not a steady worker, and although he is only 43 she says he is old. There are six to feed and a mortgage to pay. Three years ago one of the children had a 2-year illness, followed by doctor's bills and heavy expense. This woman earned about \$979 in meat packing last year.

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A Chicago Mexican woman 34 years old, whose husband has been out of work some time and is unable to find a job. There are two daughters in school and a baby girl. The rent of their tenement home is \$8.

A Russian woman of 45, living in Sioux City. A son 29 is a truck driver, and a daughter 22 is in meat packing but has considerable slack work. There is a daughter aged 20 at home—a family of five adults. The husband is 55 and not at work; he had worked steadily in meat packing, but last year the boss came to him and told him he was too old to work. When asked if he had tried other work, he replied, "What could I do?" The wife says, "It's mamma pay the electric bill, mamma pay the gas bill, mamma pay everything." Last year she earned \$738.75 as a pork trimmer. They live in a comfortable 5-room house which they rent for \$15.

WAGE EARNERS AND DEPENDENTS IN THE FAMILY

The following summary shows the average size of family of 764 women reporting and the extent of support ordinarily devolving on each wage earner.

City	Total number of—		Persons in family who were—				Average number of—		
	Women interviewed	Persons in families of women interviewed ¹	At work		Not at work		Persons in the family	Wage earners in the family	Persons per wage earner
			Number	Per cent	Number	Per cent			
All cities.....	764	3,339	1,693	50.7	1,646	49.3	4.37	2.22	1.97
Chicago.....	317	1,334	687	51.5	647	48.5	4.21	2.17	1.94
East St. Louis.....	82	340	194	57.1	146	42.9	4.15	2.37	1.75
Kansas City.....	193	846	424	50.1	422	49.9	4.38	2.20	2.00
Omaha.....	86	459	199	43.4	260	56.6	5.34	2.31	2.31
St. Joseph.....	41	180	88	48.9	92	51.1	4.39	2.15	2.05
Other cities.....	45	180	101	56.1	79	43.9	4.00	2.24	1.78

¹ Including the women interviewed.

The families reported had an average of slightly more than four and one-third members, falling below this in East St. Louis and Chicago, and rising to five and one-third in Omaha, owing to a difference in selection of the families visited in Omaha, as already noted. (See p. 114.) One-half of all the members of these families were at work, the proportions ranging from just over 57 per cent in East St. Louis to only 43.4 per cent in Omaha. When all cities are considered, the families had an average of about two and one-fifth wage earners, slightly less in Chicago and St. Joseph, and somewhat more—about two and one-third—in Omaha and East St. Louis. On the average, each wage earner had practically two persons (1.97) to support, the averages ranging from 1.75 in East St. Louis to 2.31 in Omaha.

Children in the family.

Of more than 400 mothers reporting number of non-wage-earning children, more than 20 per cent had children under 6 years of age. About 7 per cent reported that all their children were under 6 and less than 6 per cent that all their children were 16 and under 18. In about 70 per cent of the cases all the children were in school.

Data on the ages and status of children under 18 in 424 families are given by city and by nativity of mother in Tables XLIX and L in the appendix. The families reported averaged more than two chil-

dren under 18, and this was true in every city but East St. Louis, where the average was just under two; in Omaha, owing to the difference in selection of the families visited, it was nearly three. (See p. 114.) The average number of children was highest for the foreign born, lowest for the negro mothers.

Of the 1,002 children reported, 15.5 per cent were under 7 years of age. Much the largest proportion found in any city was in Omaha, where about one-third were so young. In Chicago the figure was only 8.9 per cent. Almost one-third of all the children were 14 and under 18, with the proportions in such age group smaller in Omaha and St. Joseph than elsewhere. More than half of all the children (53.6 per cent) were 7 and under 14, Omaha again being exceptional, with a proportion of 42.9 per cent. Mothers in Chicago had 57.4 per cent of their children in this age group.

While the largest number of children in each nativity group were 7 and under 14, native white mothers had a much larger proportion of children under 7 than had those of any other nativity group.

In each city and in each nativity group the great majority of the children were in school, and only very small proportions were at work—in no city and in no nativity group as a whole as much as 5 per cent. The proportion at work was highest in Chicago—4.9 per cent.

Nearly 14 per cent of all children reported were at home, and in Omaha, where one-third of the children were under 7, the proportion ran above 20 per cent. Nearly one-fourth of the children of native white mothers and nearly one-fifth of those of negroes were at home, but this was true of less than 11 per cent of the children of foreign-born mothers, who, with 56 per cent of their children 7 and under 14 years of age, had a larger proportion in school than had mothers in the other two nativity groups.

Non-wage-earning sons and daughters in the family.

Table LI in the appendix shows the number of non-wage-earning sons and daughters in 435 families and whether or not they were minor children (including also a very few grandchildren, young sisters, or other dependent children), in relation to the burden of support likely to be thrown on the mother by the father's unsteadiness of employment or by his death, desertion, or divorce. For this tabulation the father was considered unsteadily employed only if he had lost more than eight weeks in the year. In about 46 per cent of the families reported, the father had unsteady work or was dead, deserting, or divorced. The average number of sons, daughters, and child dependents to be supported in families in which the father had the status specified was as follows:

Nativity and race of mother	Total number of families reported	Number of families reported in which the father was—		Average number of non-wage-earning sons and daughters in families in which the father was—	
		Unsteadily employed	Dead, deserting, or divorced	Unsteadily employed	Dead, deserting, or divorced
All groups.....	435	83	119	2.6	2.0
Native white.....	82	17	27	2.1	1.8
Foreign born.....	283	54	59	2.9	2.4
Negro.....	69	11	33	1.6	1.5
Nativity not reported.....	1	1	-----	(1)	-----

¹ Not computed, owing to the small number involved.

The foregoing shows that where the father was unsteadily employed the number of non-wage-earning sons and daughters to be supported in families of native white women averaged about two, in those of negro women less than two, and in those of foreign-born women nearly three. Where the father was dead, deserting, or divorced, the average number to be supported again was least in negro families, 1.5; it was nearly 2 among native white and was above 2 among families of foreign-born women.

The following summary shows that where the husband was unsteadily employed or was dead, deserting, or divorced there were four or more non-wage-earning sons and daughters in over one-sixth of all families reported. Almost one in four of the families in the largest nativity group—those of foreign-born mothers—had such large numbers to be supported.

Nativity and race of mother	Total number of mothers reported whose husbands were unsteadily employed or were dead, deserting, or divorced	Mothers specified in whose families there were 4 or more children	
		Number	Per cent
All groups.....	202	35	17.3
Native white.....	44	4	9.1
Foreign born.....	113	27	23.9
Negro.....	44	3	6.8
Nativity not reported.....	1	1	(¹)

¹ Not computed, owing to the small number involved.

Where the husband was dead, separated, or divorced, the wife often had the responsibility of supporting the family, even though she had some help from a son or daughter. Some typical examples of such situations were as follows:

A Czech mother and a daughter of 17 support a family of seven in Omaha, including the grandmother. When the girl went to work, the mother's pension was discontinued, although there were four younger children; but the daughter's wage in the first month did not compensate for this, as she did not make \$25 a month at first, and the mother felt the loss.

The meat-packing wage of a woman in East St. Louis was the sole support of herself and four children for 10 years after her husband's death. Now the two eldest daughters are at work.

A mother and her steadily employed son support themselves and two children in Chicago. He gives her all his earnings except \$2 a week. The husband is in an insane hospital.

A woman separated from her husband has two sons, 18 and 20, both out of work. The elder is partially paralyzed. She earned \$806.50 in the year and had the help of one steadily employed son, 22 years old, in supporting the four adults.

A mother and her daughter of 17, both employed in meat packing, support themselves and five younger children. The mother earned \$1,261 in the year. The husband is dead.

NECESSITY TO THE FAMILY OF THE WORK OF WOMEN VISITED

Of the women visited in their homes, 152 reported that they were self-supporting only and 101 that they were the sole support of themselves and others. Of 634 who did not report that they were the sole support of themselves and others, but who told the interviewer

why they were at work, less than 3 per cent gave choice rather than necessity as their reason for working.

Women who were self-supporting only.

The age and marital status of the 152 women who supported themselves alone may be seen from the following summary:

Age	All women reported		Number of women in age group specified who were—		
	Number	Per cent	Single	Married	Widowed, separated, or divorced
All ages	152	100.0	93	7	52
Per cent distribution	100.0	-----	61.2	4.6	34.2
16 and under 18 years	7	4.6	7	-----	-----
18 and under 20 years	18	11.8	17	-----	-----
20 and under 25 years	40	26.3	37	1	-----
25 and under 30 years	16	10.5	14	-----	3
30 and under 40 years	36	23.7	15	3	18
40 and under 50 years	27	17.8	3	2	22
50 and under 60 years	8	5.3	-----	1	7

The foregoing shows that just over 61 per cent of the women who stated that they supported themselves only were single. Naturally, very few were married. The single women ordinarily were young, almost two-thirds being under 25. Only a few of those who had been married were under 30, and well over one-half were 40 or more.

Nearly three-fourths of the women reporting this information were in Chicago and Kansas City. In the former, the proportion of women who were or had been married was larger; in the latter, it was somewhat smaller than the proportion of such women among the total number reported from all cities. Of the 43 single women reported in Chicago, 17 were 30 years old or more; in Kansas City none were of such age. Of the 38 women reported in Chicago who were or had been married, 19 were 40 years old or more, as was the case with 9 of the 11 reported in Kansas City.

Women who were the sole support of their families.

Of the 101 women who were the sole support of the family and who reported on marital status, 71 were widowed, separated, or divorced, and 22 were married—in all, over 90 per cent were or had been married. However, it is significant that eight of these women were single, and in one case a single woman was supporting a family of four.

Of those reported, more than one-fourth were in families of four or more; in one case the family numbered six, and in one seven.

Earnings of women who were self-supporting or sole support of the family.

Earnings were reported for 191 of the 253 women who were either self-supporting or the sole support of themselves and others. Table LII shows the average weekly earnings of these women in all cities reported; Table LIII gives their year's earnings.

Of the 191 who reported their earnings, 77 were the sole support of others besides themselves. Forty-two of the 77 had average weekly earnings of less than \$19; and 5 of these were supporting husbands, 4

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were supporting families of 4 (themselves included), and 6 were supporting families of 5. Fifteen women were supporting self and two children on weekly earnings that ranged from \$13 and under \$14 to \$24 and under \$25. Eight of these had year's earnings of less than \$1,000. Of six women who were supporting themselves and four children, none earned as much as \$19 weekly or as much as \$1,000 in the year; one earned less than \$750.

Twenty-three of the 77 women who were the sole family support earned \$900 and under \$1,000 in the year, and 23 others earned \$1,000 and under \$1,200. The range of earnings of those who were the sole support of self and family in the various cities was as follows:

City	Number of women reporting who were sole support of family	Range of—	
		Average weekly earnings	Year's earnings
All cities.....	77	From \$13 and under \$14 to \$25 and under \$30.....	From \$650 and under \$700 *o \$1,300 and under \$1,400.
Chicago.....	46	\$13-\$14 to \$25-\$30.....	\$700-\$750 to \$1,300-\$1,400.
East St. Louis.....	6	\$13-\$14 to \$20-\$21.....	\$650-\$700 to \$900-\$1,000.
Kansas City.....	18	\$13-\$14 to \$23-\$24.....	\$650-\$700 to \$1,100-\$1,200.
Omaha.....	6	\$14-\$15 to \$19-\$20.....	\$750-\$800 to \$900-\$1,000.
St. Joseph.....	1	\$20 and under \$21.....	\$1,000 and under \$1,100.

Of the women reported in Chicago, each of five supported herself and four children on less than \$19 a week and less than \$1,000 in the year, each of six supported herself and three children on less than \$22 a week and less than \$1,100 in the year.

Of the women reported in Kansas City, one supporting herself, husband, and five children had average weekly earnings of less than \$15 and had earned less than \$800 in the year; one supported herself and five children on weekly earnings of less than \$22 and year's earnings of under \$1,100.

In East St. Louis and in Omaha, six women in each case were supporting families on average weekly earnings of only \$20 or \$21. In each case the year's earnings were below \$1,000.

A more complete picture of the problems faced by the women who were the sole support of their families may be gained from the citation of a few cases such as those that follow:

NATIVE WHITE WOMEN

A Chicago girl of 18 is supporting her mother, father, and sister of 9. The mother is crippled, and the father, who has been out of work a year and a half, does most of the housework.

A woman of 31 is divorced and is supporting herself and four children, ranging from 6 to 10 years of age. They live in four rooms in a Chicago tenement and the landlady keeps an eye on the children after school hours. The average weekly income is \$18.90; the year's earnings \$945.15, including bonus. Occasional help is given the wage earner by her sisters.

A Kansas City woman of 30 years supports her two children of 9 and 11 years and an aged uncle. They live in a tumble-down house with no sink or inside toilet. She pays 60 cents a week for milk, and says "I am afraid to make a grocery bill."

Also 30 years old and living in Kansas City, this woman supports herself and three school children, two her own and one her sister's. They live in a 4-room house with sink and modern toilet, for which she pays \$18 a month rent. She says it takes close managing, for when the rent is due it requires nearly a week's earnings, and the grocery bill can not be paid that week. She is paying \$10 a month on furniture. Her average weekly earnings are \$23.36, and she made \$1,191.45 in the year.

Fifty-two years old, this woman supports a crippled husband and two sons, one of whom is 16 and is now looking for work. She has two boarders, but they are relatives and have their own obligations, so she charges them only enough to pay their expenses. The home has no inside water or toilet, and she pays \$16 for its five rooms. She has a garden, which saves some expense. When work is slack, they transfer her instead of giving her a lay-off, for "they know I need the work." Her year's earnings were only \$957.77 and weekly average \$18.78. She says she gets behind, but manages to catch up again.

A widow who has worked nearly 7 of her 40 years in meat packing. She lives in Omaha, supports two children, and buys clothing for her third child, who lives with his grandmother. Their home is in a 2-family house with modern plumbing, for which she pays a rental of \$12.50 a month. Her year's earnings were only \$932.44, and the average weekly amount was \$19.03.

FOREIGN-BORN WOMEN

Of Czech origin, this woman is 41 years old and lives in Omaha. She has only two to support now, for her 17-year-old son died last year. She had always been strong, but since this blow she is sometimes sick, and this worries her. She is buying the home, a 5-room house with modern equipment, but still owes \$1,000 on it. Her daughter of 16 is in school, but is a helpful girl. The mother says "If I can just hold on, but it is harder if you do not feel so good. The boss only looks at the way you can put the work out." She averaged \$19.55 a week at meat packing, but the year brought only \$918.62.

A Hungarian girl of 26 who lives in East St. Louis. Her husband was laid off two years ago and will not work unless he can get an easy job. This throws on her the support of the family, including two small children, one in school, the other cared for by a sister-in-law, for whom the mother pays 50 cents a day. She has worked in meat packing 6 years in a 10-year period. She makes most of the children's clothes, has no help with the cooking, laundry, or cleaning, and must carry water from an outside pump. She is trying to buy the 3-room home, but owes a coal bill and also has had to borrow from relatives. Her weekly earnings at sausage manufacture average \$20.38, the year's work having brought in only \$998.61.

An Austrian woman of 35, living in Kansas City. Her husband is sick and not strong enough to work; he has not had steady work for eight or nine years. She supports the family, including five children, the oldest 14. The husband looks after the two little ones at home. The 2-story house of six rooms is in a wretched condition, and is very untidily kept. She has been trying to buy the home but has been unable to pay her taxes the last three times due. She does not run a grocery bill, because she would never be able to pay it. She can buy only the cheapest food, and all the children appear undernourished. She averages \$14.82 at pork trimming, and the year brought in only \$770.47.

A 36-year-old Polish woman, who has been a pork trimmer for nine years. About eight months before the interview her husband, who had been ill with tuberculosis and unable to work for two years, died. The 5-room house was paid for at that time, and he left insurance, but now she is the sole support of herself and four children aged from 8 to 15 years.

A Polish woman of 32, living in Kansas City. She has two children in school, and the young son helps somewhat. But her husband is unable to do anything. About nine months before the interview he was so ill that she had to stay at home and lost about two months' work. She has a hospital bill of \$400 to pay, besides the doctor's bills. She had to mortgage the house to keep the family going, and is in debt beyond her courage.

A Polish grandmother, 52 years old, who has worked in meat packing 17 years. Her husband is dead and she supports three grandchildren from 10 to 15 years old. Their home is in two rooms in a Chicago tenement, and her earnings in sausage casings averaged \$20.19 a week. She earned \$1,045.63 in the year.

A Polish woman of 37, living in two Chicago tenement rooms, which she rents for \$10. Her husband has been out of work for about a year, and she has had to borrow from relatives to help support the family, which includes three school children of 12 and under. She averaged \$23.07 a week in sausage manufacturing, and earned \$1,199.40 in the year.

A Czechoslovakian woman of 36, who supports herself and her four children of 11 and less on an average weekly wage of \$16.80 earned in sausage manufacturing. Her husband died before the youngest—now a child of seven—was born. Their Chicago home is in three tenement rooms that rent for \$16 a month, and the bedroom is small and dark. She used to send the children to the Polish Sisters' nursery, but now the older ones look after the 7-year-old after school hours. "The charities have been good to me," she said. They pay the rent, buy milk, give some clothing, and send the children to the country in the summer. "And then I get a vacation, too," she added. In the year she earned \$856.79.

A Lithuanian woman of 38, whose husband is dead. On an average weekly wage of \$19.54 earned in sausage casings she supports herself and three children of 13 and less. She has four tenement rooms, for which she pays \$16 a month. She does all the housework and has a boarder. Her rooms provide a sink but no inside toilet. Her earnings in the year were only \$996.42.

NEGRO WOMEN

Although married and living with her husband, this woman supports herself and four children of 11 to 17. She is 48, and lives in Omaha. "It takes two," she said, "and besides these are my children and not his. It was lots harder when the children's father died and they were little." She has been a meat packer for 11 years, and earned \$781.60 last year, with a weekly average of \$15.03. "Mister does not work as steady as I do," she said, "he is laid off a week every once in a while." They pay \$20 rent for a 6-room house without modern equipment, and although they do not need so much room can find nothing smaller at less rent.

A woman of 37, living in East St. Louis, supports herself and three children of 13 and less. She does all the housework and provides for a boarder. "I don't hardly see myself how I make out," she said. She thinks her job as a pork trimmer easier than her former work in the glass factory, for that means "tramping every minute, every second, all day."

A Chicago woman of 38, whose husband is dead, supports herself and three children aged 11 to 16. The eldest, a son, works in his school vacation, and the daughter, 14, helps in the house. They rent four tenement rooms for \$25, and have little furnishing. She has her wet wash done, for she is "too tired to do laundry, and saves strength for out yonder (her job)." She averages \$15.28 at sausage manufacture, and earned \$763.96 in the year.

A deserted mother in Chicago supports herself and four school children of 12 and less. For her four rooms in a 2-family house the rent is \$16. She can not pay her rent and has a bill against her at the grocery, though not of long standing. The children have no clothes to begin school. She averages \$18.37 at sausage manufacture, and in the year earned \$955.20.

Reasons for working given by women not sole support of family.

Where women are supporting themselves or are the sole support of others, the importance to the family of their employment is fairly obvious. Of 634 women reporting who were not the sole support of themselves or others, it may be said in brief that roughly a third reported working because of insufficiency of husband's earnings or the need to keep up the general family expenses, and almost another third had lost their husbands through death, desertion, or divorce, or were helping relatives other than husband and children. Another large group has been discussed—that in which the husband was unsteadily employed, either through the vicissitudes of industry or through his own incapacity. Many women reported being at work for some very definite purpose, such as to educate children, pay for a home, or pay a series of doctor and hospital bills, buy furniture,

make a visit to the old country, or get a start in life and save something while young. A few specifically mentioned the high cost of living. Less than 3 per cent gave choice rather than necessity as their reason for working.

Even where the husband's work is steady, there are many cases in which he can not earn enough to meet the family needs or where the general expenses to be met make it necessary for the mother to work. Typical of these is a worker of Omaha, who reported that her husband would not be able to support the family of seven on his wages. "We don't work for our health," she said. The oldest child is in high school now, and that adds to the expense. Similarly, a native white woman of 34 said it was hard to manage all the time on her husband's earnings. There were six children, and she added, "I thought if I worked a while we'd get through the winter even and not go in debt." A few of the many other typical cases are as follows:

Owes nothing, but is afraid of the winter. "So many to feed." Family of nine includes aged father and uncle and five children.

"My man not bring much pay." Eager to keep the four children in school.

Her husband said, "Don't you think, missus, if I could make a living for my family, my wife go to work." (Serbian.)

A native white woman of 28, whose husband was 50, said he was "not stout any more." There were no children, but they could "never get ahead on \$21 a week."

A colored woman in Chicago says there are "So many in family. Got to work." There are a mother-in-law and father-in-law at home, and four children. Her husband is a steady laborer. She supplements her meat-packing wage by doing hairdressing in the evening.

"My husband no play cards or nothing, like some men. A good man. I want to help him. We both old now, past 40, can't keep a job long. What will we do when we are old?" The husband had gone into business with another man and lost everything. They have one daughter, 13.

A native white woman of 31, married at 15, now has a daughter of 15. Since her second marriage either she or her husband has been sick most of the time. She has a small boy, and last year an appendicitis operation made a big bill. The husband has twice been desperately ill.

A Croatian, who wanted to help her husband. They were very poor when they came from the old country. They go to school two nights a week to learn English, and the principal referred to her as being particularly ambitious.

Nearly a fourth of those reporting reason for working were assisting relatives other than husband and children. Many of these were native white women, and in many cases, though not in all, they were very young. In some cases a very young woman was the only wage earner in the family who was employed at the time of the interview; in others she was helping, though the father had steady work, and there were families where she shared the support with one or more brothers or sisters, frequently also quite young. For the most part these families, although poor and struggling, appeared to be normal working families, not of the shiftless type so familiar to social workers. Unless the use of free clinical facilities could be so classified, very few of them reported assistance from organized charity. Some mothers who were alone in caring for small children had mothers' aid from the State, but this does not come under the head of charity, since it is a payment for a direct service to society. There were a few families in which one or more of the members were mentally deficient, inefficient, or addicted to drink.

In one case reported in St. Paul, a married woman with no children was helping her father and mother in the old country. An ambition for self-improvement and a normal need of some of the happier things of life are shown in a family where the girl of 18 gives all her earnings as a pork trimmer to her mother, but receives back something for clothes and music lessons; there are five younger brothers and sisters, and the father works in the packing plant. "It always takes two to keep our family," said a mother who had stopped working when her daughter of 20 went into the fresh-sausage department. The father is 50 and is in meat packing, and there are two younger boys, the oldest of whom, 18, will not work because he has a lame foot and "would not take a kid's job." Other examples that typify many more are as follows:

A native white girl of 20 in East St. Louis, who worked in fresh sausage manufacture, made \$801.96 during the year, all of which she gave to her mother. A sister and two brothers 17 to 21 also worked in the packing plant. There were four younger children, the oldest 11.

In Omaha, a native white girl of 18 pays her mother \$8 a week board when at work, but her employment is not steady and her father has had many lay-offs. "Every time he loses a job. All the time change him. Awful 'fraid now for his job." A brother of 19 has a clerical position, but he pays only \$5 board, "he needs so much himself." There are five younger children. Lodges and insurance for the family take \$7 a month, and every Sunday there is 25 cents for church. Two years ago the mother had an operation that was an added expense. Recently city improvements have demanded a special tax assessment on their 5-room home, which once was paid for but now is mortgaged.

A native white girl, 18 years old and living in Kansas City, gives all her earnings in sliced bacon to her family. The father is steadily employed and there are a mother and eight younger brothers and sisters. The 3-room tenement home of this family of 11 costs \$14.

A native white girl of 19, who earned \$1,133 in sliced bacon in Chicago in the year. Her father is ill and the mother earns 33 cents an hour in meat packing. There are five younger children, all in school but the 5-year-old. Their 6-room tenement home costs \$25.

A native white girl of 18 in Omaha assists her brother of 22 to support a large, helpless family. She is in sliced bacon now, but has had several lay-offs and has worked in a number of other departments. During the year a feeble-minded child of 8 was sent to a State institution. The father had been bedridden for some time before his recent death. There are a mother and five younger children. The rent for the five rooms that accommodate this family of 8 (until recently, 10) is \$15.

A 22-year-old native white woman of East St. Louis who shares with a sister of 20 the support of a family that includes the mother and three younger sisters. In the year she earned \$748.75 in fresh-sausage manufacturing.

A 19-year-old native white girl of Kansas City made \$855 in the lard department in the year, all of which she gave to her mother. Her father and sister of 16 also are at work, and there are six younger brothers and sisters.

A native white woman of 20 in Chicago has been five years in meat packing, and shares the family support with a sister of 22 who makes \$17 to \$18 a week in meat packing. She is in the canning department and earned \$1,069.60 in the year. The mother and three school children are at home. This family of six lives in three tenement rooms rented for \$14.

A native white girl of 20, living in East St. Louis. She has three younger sisters, one in school. The family is supported by the girl of 20, who is in sliced bacon and earned \$773 in the year, and her mother, 50 years of age, who earned less than this as a charwoman.

A native white girl of 18 who works in sausage casings in Omaha. She earned \$915 in the year. Her father ordinarily is in the same industry, but he had been laid off; she alone was supporting the family at the time of the interview, although

the father was seeking a job. There are a mother and six younger brothers and sisters. A sister of 16 hoped to get work in a store at least for the Christmas season; she had tried several times to get a meat-packing job, and had become discouraged.

Among the less numerous group of women who worked because they desired to live a little better than they otherwise could, or had some special expense or other reason for employment, were the following:

"Nothing to do at home." Has helped to pay for the house and now can save a little.

To get ahead and have something to fall back on. "Can't expect the children to care for us when we are old."

"I could get along but I couldn't save. I don't want to be dependent on others when hard luck comes."

Wants to have a nice home and give children advantages.

"Perhaps not absolutely necessary. No reason for not working. Can have more when I work."

"Wouldn't have to work, but we get along better." Did not work when the three children were little. (Youngest now six.)

"We wouldn't have a home if I hadn't worked. No woman works for fun."

Free to work, as mother does most of housework, and can have better clothes for self and small son and help mother also.

Wanted to have a good home and couldn't get it on husband's earnings.

Her earnings helped to send daughter to high school and son through law school. Enough to live on now, but she likes to work and earn her own money.

"Lady, I work just for doctor." Family has had several surgical cases.

Could save when both worked, and wanted something for old age and sickness.

Wants "something more than just food and shelter." She and husband have had doctor and hospital bills. No children. "It's the married women in the department who work steadily. Girls come in and don't want to stay because it's cold." (Sausage pack.)

"Don't like to stay home." So little to do. Could help save a little. No children.

"Nothing to do." Might as well help and save something. No children.

Negro, thinks she should work, as mother (age 60) is able to keep house.

High costs of rent and other necessities were given as reasons for working by at least four negro women in Chicago. A comparison of their rentals with some of the amounts given in the foregoing pages as paid for apparently similar accommodations by white families illustrates a case often found—that negroes frequently are subject to somewhat heavier expense for rent than are white people. None of these four women had children, and the rents three of them reported as required to provide for themselves and husbands were as follows: Tenement (5 rooms), \$25; basement of tenement (5 rooms), \$35; modern heated apartment (6 rooms), \$77.50.

Contributions to family income made by women not sole support of family.

Even where they are not the sole support of the family, employed women frequently make very substantial contributions to the family income. Complete reports of the family week's income were made by 173 women, partially but not entirely supporting their families. Table LIV in the appendix shows in detail, for the 173 women, the

total week's income of the family and the proportion contributed by the woman interviewed.

The earnings of the women interviewed averaged 40.6 per cent of the income of these families. In practically one-fifth of the cases the woman provided one-half or more of the week's income; in over two-fifths she contributed 40 and under 50 per cent of the week's income; and in well over one-fourth she contributed 30 and under 40 per cent. Unpublished data show that in the various cities the proportions of family week's earnings contributed by the woman interviewed ranged from 31.5 per cent to 41.9 per cent.

Table LIV, referred to, shows that in over three-fourths of the cases the total week's income was less than \$50, and that in practically one-fourth of the families having such income the wage of the woman interviewed formed at least one-half of the entire amount.

The size of family of the women who were not the sole support of the family is shown in Table LV in the appendix.

Of 173 women reporting family's week's income and size of family, 34, or 1 in 5 of the number, were contributing one-half or more of the income. In 6 of these cases there was only the woman herself and one other, and in 5 cases the family consisted of only 3 persons; but in 8 cases the family had 4 members, in 6 it had 5, in 4 it had 6, and in 5 there were 7 or 8 persons in the family. Thus the woman interviewed earned one-half or more of the week's income in about one-fifth of the families of 4 or 6 persons and in more than one-fourth of the families of 5 or of 7 and 8 persons.

Seventy-eight women in families in which all wage earners were in meat packing reported complete year's earnings of the family. Unpublished data in regard to these show that in 59 cases the woman reporting had earned 30 and under 50 per cent of the year's income of the family; in 11 cases she had earned 50 per cent or more.

That women who were not the sole support of their families often bore a very large economic share in keeping the family going may be indicated by the citation of a few typical cases.

A 19-year-old girl was the chief wage earner for a family of six. Her weekly earnings averaged \$17.45, while an 18-year-old sister earned \$9 a week. The father had not worked for over a year. Two younger sisters and a brother were in school.

A mother of 12 children had gone to work for the first time three years before the interview. Her husband was ill and had not worked for five years. Older children who had supported the family were married and could no longer help. Of six children left at home, only one, a boy of 17, was old enough to work. When working, he had earned \$14 a week, but had been laid off two weeks previously, besides having been out of work two months at other times in the year. The mother's earnings averaged \$18.13 a week.

A girl of 20 earned a considerable proportion of the income of a family of nine, although it contained two other wage earners. Her father had averaged \$22.25 a week for the past year. The eldest brother's earnings were from \$15 to \$20 a week, but he had lost considerable time through lay-offs or part-time employment. The other children ranged from 2 to 15 years. "The kids eat a lot," she said. "I can't spend money for clothes, 'cause we need so much at home."

In a family of five, the husband had been ill a year and a half and the youngest girl was in school. The mother averaged nearly \$20 a week in the past year, and the two daughters about \$15 a week each. Out of these sums, meager enough for a family of five, they had been paying \$25 a month for furniture for nearly a year. The mother explained that they had lived in the ground-floor rooms of the house and rented the first floor. Then her daughter urged that they occupy the whole house. "We live in basement, someone come here she 'shamed." The next problem was the furniture for the additional rooms.

A Russian woman said, "If he bring \$35 every week, I no go to work." But they needed a bathroom, and she wanted to educate the three children and to buy furniture. Her husband had steady work, but as he earned only \$22.50 a week her earnings, averaging \$15.84 a week, were needed.

A Croatian woman always stayed at home while her five children were small. But the youngest was 10, the oldest 17, and she was anxious to educate them. Two were in high school and one in business college. She earns half the family income, having made \$1,057.89 in the past year.

In one family, the husband had a job paying about \$19 a week but lost eight months because of illness. The wife averaged nearly \$17 a week, and a 16-year-old daughter earned \$11. During part of the summer a boy of 15 had earned \$8 a week. He and two others were in school.

A colored woman worked in beef offal, earning an average of \$13.74. Her semi-invalid aunt lived with her. She explained that her husband, making \$22.20 a week steadily, could not support the family and pay for the home they were buying. They expect it to be six or seven years before the house is paid for. Then it will need a new roof, paint, and other repairs.

Household assistance available to women visited.

In addition to the financial assistance they rendered their families, many of the women had to carry on the duties of the home. While in many cases they had some help in these tasks—usually from children or other members of the family—the reports give abundant evidence that the employed woman is likely to have the double responsibility of her work for wages and her labor for the family. Cooking, cleaning, laundry, and the care of children must be provided for in some way, and these women could not afford to spend money for having this work done. Table LVI in the appendix shows the extent to which 578 women had assistance with their household duties.

More than one-third of the women reporting had no assistance, or had comparatively little, in the care of their homes. Over three-fourths had aid with their laundry, although this did not always mean that it was sent out; more than two-thirds had some help in the cleaning, and somewhat over one-half had assistance in the cooking. More than two-fifths had some help with all types of work.

In some cases the employed woman's mother was the housekeeper, and in at least one case a native white woman with an American name had the assistance of a man who paid in that way for his board and lodging. Many reported their children very helpful, and the proportions of women having no help or very limited assistance declined considerably as the size of family increased from three to eight members. Typical cases of children who gave aid are these:

An Italian daughter of 16 does most of the work.

A Lithuanian high-school girl is very helpful.

A Mexican daughter does most of the work.

A German mother reported that her three daughters, the eldest 14, helped with the work. She baked her bread on Sunday.

In a Slavic family with five children, the eldest 15, these were very helpful.

A frail daughter of 17 does the housework in a Polish family that includes five younger children. The father's employment is unsteady. The mother made \$1,299.91 in the year at pork trimming.

A Polish daughter of 14 is in school, but she gives her mother considerable assistance at home.

In a Russian family, three boys under 15 years help their mother. The father is in a sanitarium, and the mother, who has worked in meat packing for 10 years, earned but \$1,024.85 in the past year.

The most pressing problem to be solved by the employed woman who is also a home maker is the care of young children, if there are such in the family, while the mother is at work. This has been recognized in one large city, where the employers cooperate in conducting a day nursery.

About four-fifths of the mothers interviewed in the study had assistance in the care of their children, and the reports give ample testimony to the expedients resorted to, among which the following are typical cases:

A neighbor cares for the 4-year-old child of a native white woman in St. Paul, and she has three others who are in school.

The husband in an Omaha family is at home and looks after the five children.

A Lithuanian child of 4 in Chicago is cared for by a neighbor during the day.

Two Polish children under 7—one only 19 months old—are left at a Catholic day nursery by their Chicago mother.

An Omaha woman reports that her little boys of 2 and 4 are cared for by the woman next door, who furnishes their breakfast and dinner and charges \$4 a week for their care. Sometimes in the morning the mother carries the younger boy asleep to the neighbor's. The father's employment is not steady, and the mother earned only about \$625 in the year.

A Polish father in Chicago works at night and looks after the four children in the daytime. Two of them are under 7.

An Omaha mother hires a girl to look after the children and do part of the work. In this family there are three sons, the eldest 15.

A native white woman in Chicago leaves her two little girls (3 and 9) with her mother while she is at work.

A relative cares for the five boys of a Croatian mother in Omaha. The husband's work is not steady. The mother's earnings were not reported, but \$15 a month is paid for care of the children, whose ages range from 2 to 14.

An Omaha woman leaves her two little children with her mother-in-law. She says, "She is just like a mother to them. Some weeks I never see them except to put them to bed." This mother did not work for several years after marriage, but sought employment about three years ago because she "didn't see where the food was coming from." In 1928 she earned more than her husband, who is a garage mechanic and often unemployed because he wants an expert mechanic's rate and "that is not paid around here."

SOURCES OF FAMILY INCOME AND METHODS OF MEETING EXPENSES

When the amount received by wage earners is under discussion, it should be remembered that in the great majority of cases this constitutes the sole source of income, and the individual or the family has no reserve of any kind to turn to, even in cases of emergency. All but a very small proportion of the families visited made definite reports as to other source of income. Of these families—848 in all—practically three-fourths (74.2 per cent) had nothing but the wages received by their members.³

Source of family income other than wages.

The following summary shows by city the number of families that had no source of income other than wages, the number that

³ It is of interest to note the correspondence of this proportion with the findings in a survey made by the Federal Trade Commission—that the estates of 76.5 per cent of the deceased persons in the representative sample selected for study were not probated (too small to probate).—Federal Trade Commission. National Wealth and Income, 1926, p. 58.

had other income, and the sources of such additional income for the 219 families in the second of these groups.

Source of income	All cities	Chicago	East St. Louis	Kansas City	Omaha	Other
Number of families reporting	848	373	89	208	89	89
Wages only—Number of families	629	242	77	161	74	75
Per cent of total	74.2	64.9	86.5	77.4	83.1	84.3
Other income—Number of families	¹ 219	¹ 131	12	47	¹ 15	14
Per cent of total	25.8	35.1	13.5	22.6	16.9	15.7
Alimony	2		1	1		
Boarders and lodgers	² 106	² 60	² 8	26	8	4
Charities	3	3				
Help from parents	2				1	1
Private means or savings	4	2		2		
Part-time work—dependents or extra work by woman interviewed	47			2	3	2
Pension or insurance	2			1	1	
Rental (apartment, house, etc.)	101	74	2	15	3	7
Source not reported	1		1			

¹ Details aggregate more than total, as some families had more than one source of other income.

² Includes three cases in which girls shared expenses.

³ Includes one case of a woman's family sharing expenses.

⁴ Wages, strictly speaking, but distinct from the wages of the person's principal job and considered as other income.

Considerable numbers of families reported were in Chicago and Kansas City, and the proportion having no source of income but wages was lowest in Chicago—64.9 per cent of those reporting; it was 77.4 per cent in Kansas City. In the other cities more than 80 per cent depended on wages alone for the family maintenance. The conclusion that the families of wage earners are likely to be wholly dependent on the earnings of members of the family in their usual employment, and therefore without resource when such earnings fail, can not be too strongly emphasized.

The summary given shows, in addition, that where families had income other than the wage of their members, that income was from boarders or lodgers or from rentals in over nine-tenths of the cases. A few families were helped by charity or by parents, and a few received something from extra work by the woman, such as sewing, from the work of the children in vacation, or other effort. Only four families had what they termed "means" or had savings—and savings usually have come out of the wage at some time. One of these was a Chicago family with three children in school and a boy of 4, but the husband was steadily employed and the savings were considerable. In a Kansas City family with four sons in school, the father's employment was unsteady but they had "some savings to fall back on." In an Omaha family the father was ill and drew a pension, and in a Kansas City family a widow had her husband's insurance, but she had the full responsibility of supporting herself and four school children. In two cases divorced women received something from their former husbands. One of these received but \$5 a week, and with this and her wage for irregular employment in sausage manufacture she had the support of herself and three children, two in school and the oldest—a daughter of 17—the housekeeper. The other woman received but irregular contributions from the husband to assist with the support of herself and a daughter who was in high school; she was in the sliced-bacon department, had had actual time of 10 years in meat packing, and had earned only just over \$700 in the year past.

Payment by installments or irregularly.

An expedient resorted to by many families less hampered by intense economic pressure than most of those under discussion is that of installment buying. Its use is even more necessary in many of the families whose wage earners are in meat packing than in those in more fortunate situations. In addition, many families are forced to fall behind in paying bills, or to pay very irregularly. Many of the families visited made no report upon whether they were paying for goods in installments or were paying irregularly, yet more than one-sixth of all the families visited made definite statements that they were using such methods of payment for the barest needs of life—food, clothing, coal, or rent—or for the emergencies created by illness. Almost as many were paying for furniture; some of this, such as a chair or a stove, would come distinctly in the category of necessity, while in other instances it included less essential articles, such as radios or victrolas. The two groups mentioned are exclusive of those who reported buying homes or who had mortgaged their homes—as over one-fourth of those reporting on the subject had done—although some may have been carrying mortgages or payments on a house and at the same time buying something else on the installment plan. At least 36 families reported buying on installment or paying irregularly for two or more types of things at the same time.

Of 50 families who reported as to method of paying grocery bills, only 5—two native white and three negro—always paid cash. One mother said, "I'm afraid to make a grocery bill." Ten paid regularly, but at least one of these "could never get caught up"; nine additional families reported being always behind. Several said that the week they paid a bill for one purpose, another had to go, and there is reason to believe that this was a very common experience. At the time visited, 14 were in arrears \$25 or more in payments for food, 5 of these \$75 or more. Of 24 women reporting on regularity of rent payments, only 1 could pay up regularly, and 2 were behind as much as three or four months. One reported a lenient landlord who "lets the rent lapse a few weeks sometimes when there are coal and milk bills and everything comes at once." Twenty-two families reported buying coats, dresses, shoes, or other clothing on time, in at least one case this being secondhand clothing; others were "afraid of credit" or would go without new clothing if they could not pay for it.

Of 137 families who reported buying furniture in installments, over one-fourth were paying for household pieces, those in the largest group being stoves or heaters, while others were beds, chairs, etc. Nearly one-fourth were buying radios, pianos, or other musical instruments. Other articles important in relieving the home labors of women whose time is limited at best were an electric iron, kitchen cabinet, washing machine, refrigerator, vacuum cleaner, and sewing machine. Somewhat less than one-half of the payments on these furnishings were made by the week, the amount sometimes being as small as \$2 or less.

Fifty-six families reported heavy expenses due to illness, and this is a type of emergency that is almost certain to come to any family. The amounts of indebtedness reported for doctor and hospital bills ranged from \$86 to \$900.

At least 18 of the families visited reported borrowing money from relatives, but this did not include those who had mortgaged homes.

Some of the reasons for borrowing were to pay hospital bills, rent, grocery bills, and other living expenses.

Sixteen families reported buying automobiles, a convenience of modern life that can not always be considered a luxury. As one Omaha woman said, "We really need one, up here a mile from a street car." A foreign-born woman was worried that her son and daughter were incurring such an expense, but said, "I can't talk about it. Children are so queer in America." One of the cars purchased had cost only \$90, which was paid in cash. Monthly payments in other cases ranged from \$8 to \$75.

The data here set forth necessarily are fragmentary in character, and if full reports could be obtained on this subject undoubtedly they would reveal a much more widespread practice of installment buying and irregular payment. However, these are sufficient to indicate the severe problems with which these families often are faced, and the way in which this type of expedient frequently is resorted to.

room at the time of the interview. The interview was conducted in the presence of the subject's attorney.

On the date of the interview, the subject was advised of his rights and the nature of the interview. The subject was advised that he was free to stop the interview at any time. The subject was advised that the interview was being conducted for the purpose of gathering information regarding the subject's activities.

The subject was advised that the information gathered during the interview would be used for the purpose of gathering information regarding the subject's activities. The subject was advised that the information gathered during the interview would be used for the purpose of gathering information regarding the subject's activities.

APPENDIXES

APPENDIX A—GENERAL TABLES
APPENDIX B—SCHEDULE FORMS

138 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

APPENDIX A.—

TABLE I.—*Nativity and race of women*

[Source: Employment

Department	6,568 women employed in slaughtering and meat packing						
	Total	Nativity reported					
		Total reported	Native born				Race not reported
			Total	Race reported			
				Total reported	White	Colored ¹	
Total—Number.....	6,568	5,912	3,932	3,897	3,144	753	35
Per cent.....				100.0	80.7	19.3	
Total reported.....	6,564	5,908	3,930	3,895	3,143	752	35
Kill.....	232	211	186	183	106	77	3
Offal.....	480	441	377	371	109	262	6
Casings.....	497	472	324	323	185	138	1
Beef.....	115	106	74	73	40	33	1
Hog and sheep.....	382	366	250	250	145	105	
Fancy-meat cooler.....	58	55	45	45	45		
Pork trim.....	958	846	356	353	293	60	3
Sausage casings.....	307	292	113	113	78	35	
Fresh sausage.....	53	48	8	8	7	1	
Dry sausage.....	105	103	36	36	27	9	
Kind not reported.....	149	141	69	69	44	25	
Sausage manufacturing.....	1,269	1,146	602	595	540	55	7
Fresh sausage.....	812	753	388	384	355	29	4
Dry sausage.....	295	266	121	120	94	26	1
Kind not reported.....	162	127	93	91	91		2
Sausage pack.....	357	343	249	244	228	16	5
Fresh sausage.....	217	211	159	154	142	12	5
Dry sausage.....	72	70	41	41	38	3	
Kind not reported.....	68	62	49	49	48	1	
Smoked meat (other than sliced bacon).....	380	366	295	291	285	6	4
Sliced bacon ²	1,094	950	812	806	792	14	6
Cooked meat (ham and meat loaf).....	41	36	32	32	23	9	
Canning.....	511	391	232	232	182	50	
Lard, butter, butterine, and cheese.....	335	314	270	270	256	14	
Glue.....	39	39	32	32	21	11	
Miscellaneous.....	6	6	5	5		5	
Department not reported.....	4	4	2	2	1	1	

¹ Includes 5 Indians.

² Includes a few women in chipped beef, not referred to in tables following because of numerical unimportance.

GENERAL TABLES

employed in specified departments

records—All cities]

6,568 women employed in slaughtering and meat packing—Continued																	
Nativity reported—Continued																	
Foreign born																	
Country of birth reported																	
Total	Total reported	Central and eastern Europe										Other foreign				Country of birth not reported	Nativity not reported
		Total	Austria and Hungary	Czechoslovakia	Germany	Lithuania	Poland	Russia and Ukraina	Yugoslavia	Other	Total	America	Northwestern Europe	Southern Europe	Other		
1,980	1,925	1,610	306	111	86	252	519	154	120	62	315	125	107	64	19	55	656
-----	100.0	83.6	15.9	5.8	4.5	13.1	27.0	8.0	6.2	3.2	16.4	6.5	5.6	3.3	1.0	-----	-----
1,978	1,923	1,608	306	111	86	252	518	154	119	62	315	125	107	64	19	55	656
25	25	17	4	-----	3	-----	4	6	-----	-----	8	-----	5	2	1	-----	21
64	64	44	7	2	-----	4	-----	12	7	3	20	6	7	3	4	-----	39
148	146	127	29	10	4	6	46	12	16	4	19	3	10	2	4	2	25
32	32	29	8	-----	2	1	7	3	2	-----	3	-----	2	-----	1	-----	9
116	114	98	21	10	2	5	39	9	8	4	16	3	8	2	3	2	16
10	10	8	2	1	2	-----	2	1	-----	-----	2	-----	1	1	1	-----	3
490	462	431	79	19	21	72	144	57	30	9	31	10	9	9	3	28	112
179	178	153	33	10	11	35	29	17	9	9	25	7	10	5	3	1	15
40	39	33	2	4	1	15	9	2	-----	-----	6	1	2	3	-----	1	5
67	67	59	16	5	3	12	10	7	3	3	8	-----	8	-----	-----	-----	2
72	72	61	15	1	7	8	10	8	6	6	11	6	-----	2	3	-----	8
544	525	445	98	34	11	80	127	32	44	19	80	46	13	21	-----	19	123
365	347	287	65	27	8	44	82	18	29	14	60	35	5	20	-----	18	59
145	145	132	25	5	2	36	39	14	11	-----	13	6	7	-----	-----	-----	29
34	33	26	8	2	1	-----	6	-----	4	5	7	5	1	1	-----	1	35
94	93	62	13	7	3	17	11	2	4	5	31	14	9	6	2	1	14
52	51	28	2	2	1	11	4	2	2	4	23	13	4	4	2	1	6
29	29	25	8	4	1	5	4	-----	2	1	4	-----	3	1	-----	-----	2
13	13	9	3	1	1	1	3	-----	-----	-----	4	1	2	1	-----	-----	6
71	70	40	4	6	6	3	14	4	2	1	30	12	13	5	-----	1	14
138	137	104	22	7	9	13	35	7	5	6	33	15	16	2	-----	1	144
4	4	2	-----	-----	1	-----	1	-----	-----	-----	2	-----	-----	-----	-----	-----	5
159	158	145	10	13	8	18	84	8	4	-----	13	3	8	1	1	1	120
44	43	26	4	1	7	4	8	1	1	-----	17	6	6	5	-----	1	21
7	7	3	1	1	-----	-----	1	-----	-----	-----	4	1	1	2	-----	-----	-----
1	1	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
2	2	2	-----	-----	-----	-----	1	-----	1	-----	-----	-----	-----	-----	-----	-----	-----

140 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE II.—Percentage distribution by nativity and race of women employed in specified departments

[Source: Employment records—All cities]

Department	6,568 women employed in slaughtering and meat packing								
	Total	Nativity and race reported						Per cent foreign born	Nativity and race not reported
		Total reported		Per cent native born					
		Number	Per cent	Total	White	Colored			
Total.....	6,568	5,877	100.0	66.3	53.5	12.8	33.7	691	
Total reported.....	6,564	5,873							
Kill.....	232	208	100.0	88.0	51.0	37.0	12.0	24	
Offal.....	480	435	100.0	85.3	25.1	60.2	14.7	45	
Casings.....	497	471	100.0	68.6	39.3	29.3	31.4	26	
Beef.....	115	105	100.0	69.5	38.1	31.4	30.5	10	
Hog and sheep.....	382	366	100.0	68.3	39.6	28.7	31.7	16	
Fancy-meat cooler.....	58	55	100.0	81.8	81.8		18.2	3	
Pork trim.....	958	843	100.0	41.9	34.8	7.1	58.1	115	
Sausage casings.....	307	292	100.0	38.7	26.7	12.0	61.3	15	
Fresh sausage.....	53	48	(1)	(1)	(1)	(1)	(1)	5	
Dry sausage.....	105	103	100.0	35.0	26.2	8.7	65.0	2	
Kind not reported.....	149	141	100.0	48.9	31.2	17.7	51.1	8	
Sausage manufacturing.....	1,269	1,139	100.0	52.2	47.4	4.8	47.8	130	
Fresh sausage.....	812	749	100.0	51.3	47.4	3.9	48.7	63	
Dry sausage.....	295	265	100.0	45.3	35.5	9.8	54.7	30	
Kind not reported.....	162	125	100.0	72.8	72.8		27.2	37	
Sausage pack.....	357	338	100.0	72.2	67.5	4.7	27.8	19	
Fresh sausage.....	217	206	100.0	74.8	68.9	5.8	25.2	11	
Dry sausage.....	72	70	100.0	58.6	54.3	4.3	41.4	2	
Kind not reported.....	68	62	100.0	79.0	77.4	1.6	21.0	6	
Smoked meat (other than sliced bacon).....	380	362	100.0	80.4	78.7	1.7	19.6	18	
Sliced bacon.....	1,094	944	100.0	85.4	83.9	1.5	14.6	150	
Cooked meat (ham and meat loaf).....	41	36	(1)	(1)	(1)	(1)	(1)	5	
Canning.....	511	391	100.0	59.3	46.5	12.8	40.7	120	
Lard, butter, butterine, and cheese.....	335	314	100.0	86.0	81.5	4.5	14.0	21	
Glue.....	39	39	(1)	(1)	(1)	(1)	(1)		
Miscellaneous.....	6	6	(1)	(1)		(1)	(1)		
Department not reported.....	4	4	(1)	(1)	(1)	(1)	(1)		

¹ Per cent not computed; base less than 50.

TABLE III.—Age of women employed in specified departments

[Source: Employment records—All cities]

Department	6,568 women employed in slaughtering and meat packing										
	Total	Age reported									Age not reported
		Total reported	16 and under 18 years	18 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over	
Total—Number	6,568	5,789	100	742	1,441	984	1,680	727	100	15	779
Per cent	100.0	1.7	12.8	24.9	17.0	29.0	12.6	1.7	0.3		
Total reported	6,564	5,785	100	742	1,440	984	1,679	725	100	15	779
Kill	232	198	2	31	48	37	64	14	2		34
Offal	480	410	5	28	80	79	167	43	6	2	70
Casings	497	452	13	51	100	87	122	72	7		45
Beef	115	99	2	5	22	13	27	29	1		16
Hog and sheep	382	353	11	46	78	74	95	43	6		29
Fancy-meat cooler	58	54	3	4	15	13	9	9	1		4
Pork trim	958	830	4	46	130	109	356	165	18	2	128
Sausage casings	307	291	6	18	36	32	101	84	13	1	16
Fresh sausage	53	47		4	4	6	17	13	3		6
Dry sausage	105	103	5	6	10	9	32	34	6	1	2
Kind not reported	149	141	1	8	22	17	52	37	4		8
Sausage manufacturing	1,269	1,128	16	98	256	203	388	148	17	2	141
Fresh sausage	812	738	10	66	163	147	251	89	10	2	74
Dry sausage	295	267	3	14	59	36	100	48	7		28
Kind not reported	162	123	3	18	34	20	37	11			39
Sausage pack	357	340	8	49	116	67	67	26	6	1	17
Fresh sausage	217	208	6	34	80	35	35	15	3		9
Dry sausage	72	70	1	8	18	15	18	7	2	1	2
Kind not reported	68	62	1	7	18	17	14	4	1		6
Smoked meat (other than sliced bacon)	380	363	5	56	122	78	72	23	7		17
Sliced bacon	1,094	944	24	238	319	168	139	48	8		150
Cooked meat (ham and meat loaf)	41	36		3	9	6	12	5		1	5
Canning	511	381	4	37	75	49	125	73	13	5	130
Lard, butter, butterine, and cheese	335	315	9	79	125	48	42	10	1	1	20
Glue	39	39	1	4	9	8	13	3	1		
Miscellaneous	6	4					2	2			2
Department not reported	4	4			1		1	2			

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TABLE IV.—Marital status of women employed in specified departments

[Source: Employment records—All cities]

Department	6,568 women employed in slaughtering and meat packing					
	Total	Marital status reported				Marital status not reported
		Total reported	Single	Married	Widowed, separated, and divorced	
Total—Number.....	6,568	5,802	2,131	3,020	651	766
Per cent.....		100.0	36.7	52.1	11.2	
Total reported.....	6,564	5,798	2,131	3,016	651	766
Kill.....	232	200	64	107	29	32
Offal.....	480	410	126	226	58	70
Casings.....	497	451	135	256	60	46
Beef.....	115	99	25	56	18	16
Hog and sheep.....	382	352	110	200	42	30
Fancy-meat cooler.....	58	55	19	28	8	3
Pork trim.....	958	833	163	583	87	125
Sausage casings.....	307	290	81	168	41	17
Fresh sausage.....	53	48	15	27	6	5
Dry sausage.....	105	101	26	56	19	4
Kind not reported.....	149	141	40	85	16	8
Sausage manufacturing.....	1,269	1,137	363	660	114	132
Fresh sausage.....	812	747	233	441	73	65
Dry sausage.....	295	264	82	147	35	31
Kind not reported.....	162	126	48	72	6	36
Sausage pack.....	357	342	147	165	30	15
Fresh sausage.....	217	212	98	92	22	5
Dry sausage.....	72	70	26	42	2	2
Kind not reported.....	68	60	23	31	6	8
Smoked meat (other than sliced bacon).....	380	362	168	154	40	18
Sliced bacon.....	1,094	946	522	356	68	148
Cooked meat (ham and meat loaf).....	41	35	10	18	7	6
Canning.....	511	378	127	182	69	133
Lard, butter, butterine, and cheese.....	335	316	189	93	34	19
Glue.....	39	39	17	18	4	
Miscellaneous.....	6	4		2	2	2
Department not reported.....	4	4		4		

TABLE V.—*Week's earnings of women employed in specified departments*

[Source: Current week's pay rolls]

Week's earnings (including bonus)	5,101 women employed in slaughtering and meat packing																
	Department reported																
	Total	Kill	Offal	Casings, beef	Casings, hog and sheep	Fancy meat cooler	Pork trim	Sausage casings	Sausage manufacturing	Sausage pack	Smoked meat (other than sliced bacon)	Sliced bacon	Cooked meat (ham and meat loaf)	Canning	Lard, butter, tallow, and cheese	Glue	Miscellaneous
Total.....	5,101	115	281	80	251	38	695	274	1,094	311	280	929	39	449	226	33	6
Total reported.....	5,093	115	281	80	251	38	695	274	1,094	311	280	929	39	444	223	33	6
Less than \$5.....	105	3	8	3	3	1	30	3	13	5	27	1	4	6	1	-----	-----
\$5 and less than \$10.....	187	8	17	2	13	1	26	5	32	2	11	46	1	9	13	1	-----
\$10 and less than \$11.....	81	2	2	1	1	1	8	1	11	9	3	30	-----	4	5	3	-----
\$11 and less than \$12.....	150	1	7	3	8	2	6	1	19	6	18	57	3	10	5	2	2
\$12 and less than \$13.....	186	6	16	4	10	1	8	9	30	12	19	25	-----	25	21	-----	-----
\$13 and less than \$14.....	406	9	18	-----	9	1	13	11	72	24	28	137	4	53	21	6	-----
\$14 and less than \$15.....	541	28	33	2	42	2	24	15	104	41	21	124	11	53	38	3	-----
\$15 and less than \$16.....	441	11	30	11	30	3	19	10	101	38	20	99	4	44	20	1	-----
\$16 and less than \$17.....	522	12	18	2	25	10	36	29	99	27	20	79	6	51	19	4	-----
\$17 and less than \$18.....	473	5	25	13	34	3	59	28	82	19	35	51	2	55	17	1	-----
\$18 and less than \$19.....	397	4	14	12	17	3	57	28	82	14	15	37	1	24	7	2	-----
\$19 and less than \$20.....	307	4	27	3	17	3	42	35	76	15	3	40	2	17	13	4	-----
\$20 and less than \$21.....	286	8	18	13	15	-----	51	19	63	15	9	19	1	19	8	-----	1
\$21 and less than \$22.....	225	3	13	4	11	1	47	19	55	15	9	18	-----	12	-----	-----	1
\$22 and less than \$23.....	192	1	10	5	2	2	49	24	53	10	5	13	-----	7	-----	-----	-----
\$23 and less than \$24.....	160	2	6	1	4	3	33	21	61	8	1	8	-----	1	1	-----	1
\$24 and less than \$25.....	97	-----	14	-----	2	-----	25	6	31	7	-----	-----	-----	6	-----	-----	-----
\$25 and less than \$30.....	251	7	5	3	8	1	97	21	69	10	7	17	-----	1	-----	-----	1
\$30 and less than \$35.....	67	1	-----	1	-----	-----	46	1	9	-----	4	3	-----	-----	-----	-----	-----
\$35 and less than \$40.....	11	-----	-----	-----	-----	-----	11	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$40 and more.....	8	-----	-----	-----	-----	-----	8	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Received a bonus but did not work ¹	8	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	5	3	-----	-----

¹ Bonus and wage weeks not exactly the same.

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TABLE VI.—Median of week's earnings of women employed in

Source: Current

Department	Median of week's earnings ² of 5,093 women with earnings and department reported in slaughtering and meat packing									
	All cities		10,000 and less than 50,000 population		50,000 and less than 100,000 population					
			Ottumwa and Austin		East St. Louis		St. Joseph		Sioux City	
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
All departments.....	5,093	\$16.85	210	\$13.80	444	\$15.80	158	\$19.75	271	\$18.20
Kill.....	115	15.05			9	(³)			18	16.65
Offal.....	281	16.55			33	13.35	10	(³)	33	17.85
Casings:										
Beef.....	80	18.15			1	(³)	9	(³)	10	(³)
Hog and sheep.....	251	16.40	5	(³)	17	16.65	18	20.30	17	20.40
Fancy-meat cooler.....	38	16.70			4	(³)	6	(³)	4	(³)
Pork trim.....	695	20.40			94	18.35	47	21.90	71	20.75
Sausage casings:										
Fresh sausage.....	51	19.55			2	(³)	1	(³)		
Dry sausage.....	103	19.95								
Kind not reported.....	120	18.75	9	(³)	21	16.50				
Sausage manufacturing:										
Fresh sausage.....	744	17.30	39	14.15	86	17.35	30	16.50	38	21.00
Dry sausage.....	264	19.05	11	(³)						
Kind not reported.....	86	16.05	1	(³)	36	13.50				
Sausage pack:										
Fresh sausage.....	193	16.55	12	(³)	28	15.00	6	(³)	21	15.65
Dry sausage.....	69	18.10	4	(³)						
Kind not reported.....	49	15.20			4	(³)	1	(³)		
Smoked meat (other than sliced bacon).....	280	16.25	25	12.90	18	16.65	13	(³)	16	16.35
Sliced bacon.....	929	15.20	58	13.50	70	15.60	10	(³)	15	17.10
Cooked meat (ham and meat loaf).....	39	14.95			1	(³)			3	(³)
Canning.....	444	16.40	37	14.05					9	(³)
Lard, butter, butterine, and cheese.....	223	15.15	9	(³)	20	14.40	1	(³)	13	(³)
Glue.....	33	15.50					4	(³)	3	(³)
Miscellaneous.....	6	(³)					2	(³)		

¹ Population as of 1920.

² Includes bonus.

³ Median not computed, owing to the small number involved.

specified departments, by location of establishment and size of city ¹

week's pay rolls]

Median of week's earnings ² of 5,093 women with earnings and department reported in slaughtering and meat packing—Continued													
100,000 and less than 200,000 population						200,000 and less than 300,000 population				500,000 and less than 600,000 population		1,000,000 population or more	
Fort Worth		Kansas City		Omaha		Denver		St. Paul		Los Angeles and San Francisco		Chicago	
Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
232	\$14.90	905	\$17.50	587	\$16.50	83	\$14.30	367	\$17.80	237	\$16.75	1,599	\$17.40
1	(³)	37	14.50	37	15.90	-----	-----	6	(³)	1	(³)	6	(³)
5	(³)	75	19.15	22	18.00	-----	-----	37	15.50	-----	-----	66	14.65
2	(³)	13	(³)	6	(³)	-----	-----	8	(³)	-----	-----	31	17.30
3	(³)	39	17.70	65	14.45	-----	-----	20	15.15	1	(³)	66	17.35
-----	-----	2	(³)	10	(³)	-----	-----	8	(³)	-----	-----	4	(³)
21	18.25	197	23.95	45	18.25	19	18.85	63	17.85	1	(³)	137	21.50
-----	-----	-----	-----	2	(³)	-----	-----	-----	-----	7	(³)	39	19.60
-----	-----	-----	-----	60	20.85	-----	-----	3	(³)	-----	-----	40	19.35
9	(³)	21	23.30	-----	-----	-----	-----	35	18.65	2	(³)	23	24.15
32	16.75	111	16.75	113	17.55	30	13.80	70	19.85	61	16.65	134	18.90
3	(³)	32	14.50	33	22.90	-----	-----	17	18.90	-----	-----	168	19.40
9	(³)	13	(³)	1	(³)	-----	-----	1	(³)	25	17.40	-----	-----
4	(³)	7	(³)	31	14.95	-----	-----	23	22.15	23	16.55	38	20.20
-----	-----	5	(³)	31	16.85	-----	-----	3	(³)	-----	-----	26	19.65
14	(³)	14	(³)	2	(³)	2	(³)	-----	-----	1	(³)	11	(³)
12	(³)	47	16.95	41	13.40	8	(³)	18	16.60	19	16.65	63	18.25
103	14.45	161	14.90	57	15.70	18	14.65	33	15.90	71	17.15	333	15.05
4	(³)	20	14.65	1	(³)	-----	-----	-----	-----	1	(³)	9	(³)
-----	-----	65	18.65	-----	-----	-----	-----	1	(³)	-----	-----	332	16.15
10	(³)	37	15.70	19	14.25	6	(³)	21	12.90	20	16.25	67	17.20
-----	-----	5	(³)	11	(³)	-----	-----	-----	-----	4	(³)	6	(³)
-----	-----	4	(³)	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

TABLE VII.—Method of payment and average hourly earnings of women employed in eight selected departments

[Source: Current week's pay rolls]

Average hourly earnings ¹	5,101 women employed in slaughtering and meat packing																					
	Total	Total in selected departments	Specified method of payment in selected department reported																			
			Offal					Pork trim					Sausage casings					Sausage manufacturing				
			Total	Time	Task and bonus	Piece	Time and piece	Total	Time	Task and bonus	Piece	Time and piece	Total	Time	Task and bonus	Piece	Time and piece	Total	Time	Task and bonus	Piece	Time and piece
Total.....	5,101	4,313	281	38	232	9	2	695	35	480	166	14	274	38	172	60	4	1,094	279	639	151	25
Total reported—Number.....	4,950	4,184	278	38	229	9	2	666	33	478	141	14	266	36	169	60	1	1,067	269	633	149	16
Per cent.....			100.0	13.7	82.4	3.2	0.7	100.0	5.0	71.8	21.2	2.1	100.0	13.5	63.5	22.6	0.4	100.0	25.2	59.3	14.0	1.5
20 and less than 25 cents.....	7	7																2		2		
25 and less than 30 cents.....	207	190	8		7	1		6	2	4										24		
30 and less than 35 cents.....	1,629	1,303	78	17	57	4		95	25	52	18		8	6	2			40	24	16		
35 and less than 40 cents.....	1,241	1,039	111	6	102	2	1	121	2	100	18	1	50	28	31	1		349	199	122	23	5
40 and less than 45 cents.....	985	844	45	10	33	2		173	1	154	17	1	93	1	68	15		234	29	164	38	3
45 and less than 50 cents.....	488	435	22	4	17		1	116		93	17	6	29		24	5		231	15	173	43	
50 and less than 55 cents.....	246	227	5	1	4			72	1	49	21	1	22		8	13	1	134	2	108	20	4
55 and less than 60 cents.....	74	66	4					32	1	17	11	3	1		1			72		46	22	4
60 cents and more.....	82	73	5		5			51	1	9	39	2	3		1	2		4		2	2	
Information not reported.....	142	129	3		3			29	2	2	25		8	2	3		3	27	10	6	2	9

Average hourly earnings ¹	5,101 women employed in slaughtering and meat packing—Continued																				Not in selected departments
	Specified method of payment in selected department reported—Continued																				
	Sausage pack					Smoked meat (other than sliced bacon)				Sliced bacon						Canning					
	Total	Time	Task and bonus	Piece	Time and piece	Total	Time	Task and bonus	Piece	Total	Time	Task and bonus	Piece	Time and piece	Not reported	Total	Time	Task and bonus	Piece	Time and piece	
Total.....	311	94	180	36	1	280	84	163	33	929	123	700	82	23	1	449	46	321	68	14	788
Total reported—Number.....	306	92	179	35	-----	275	83	161	31	894	119	693	82	-----	432	46	315	68	3	775	
Per cent.....	100.0	30.1	58.5	11.4	-----	100.0	30.2	58.5	11.3	100.0	13.3	77.5	9.2	-----	100.0	10.6	72.9	15.7	0.7	-----	
20 and less than 25 cents.....										5		4	1								
25 and less than 30 cents.....	10	4	5	1		33	23	10		68	38	28	2		17	17					17
30 and less than 35 cents.....	166	84	75	7		104	51	43	10	310	33	259	18		141	22	113	5	1		326
35 and less than 40 cents.....	63	4	49	10		62	3	59		259	14	214	31		139	4	102	33			202
40 and less than 45 cents.....	40		38	2		48	3	36	9	143	27	109	7		71	3	50	17	1		141
45 and less than 50 cents.....	17		12	5		12		9	3	67	5	46	16		38		27	11			53
50 and less than 55 cents.....	6			6		6	1	3	2	30	1	24	5		14		13	1			19
55 and less than 60 cents.....	4			4		5	1		4	8		6	2		8		7	1			8
60 cents and more.....						5	1	1	3	4	1	3			4		3		1		9
Information not reported.....	5	2	1	1	1	5	1	2	2	35	4	7		23	1	17		6		11	13

¹ Computed in Women's Bureau.

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TABLE VIII.—Percentage distribution of average hourly earnings, by method of payment, of women employed in eight selected departments

[Source: Current week's pay rolls]

Average hourly earnings	5,101 women employed in slaughtering and meat packing													
	Percent ¹ with average hourly earnings as specified, by method of payment													
	Total	Total in selected departments		Offal		Pork trim			Sausage casings			Sausage manufacturing		
		Total	Task and bonus	Total	Task and bonus	Total	Task and bonus	Piece	Total	Task and bonus	Piece	Total	Time	Task and bonus	Piece
Total reported ² -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
20 and less than 25 cents-----	.1	.2	-----	-----	-----	-----	-----	-----	-----	-----	-----	.2	-----	.3
25 and less than 30 cents-----	4.2	4.5	2.9	3.1	.9	.8	-----	3.0	1.2	-----	-----	3.7	8.9	2.5
30 and less than 35 cents-----	32.8	31.1	28.1	24.9	14.3	10.9	12.8	22.6	18.3	1.7	32.7	74.0	19.3	15.4
35 and less than 40 cents-----	25.0	24.8	39.9	44.5	18.2	20.9	12.8	18.8	20.1	25.0	21.9	10.8	25.9	25.5
40 and less than 45 cents-----	19.9	20.2	16.2	14.4	26.0	32.2	12.1	35.0	40.2	40.0	21.6	5.6	27.3	28.9
45 and less than 50 cents-----	9.8	10.4	7.9	7.4	17.4	19.5	12.1	10.9	14.2	8.3	12.6	.7	17.1	13.4
50 and less than 55 cents-----	5.0	5.4	1.8	1.7	10.8	10.3	14.9	8.3	4.7	21.7	6.7	-----	7.3	14.8
55 and less than 60 cents-----	1.5	1.6	1.4	1.7	4.8	3.6	7.8	4	.6	-----	.4	-----	.3	1.3
60 cents and more-----	1.7	1.7	1.8	2.2	7.7	1.9	27.7	1.1	.6	3.3	.1	-----	-----	.7

TABLE VIII.—Percentage distribution of average hourly earnings, by method of payment, of women employed in eight selected departments—Continued

[Source: Current week's pay rolls]

Average hourly earnings	5,101 women employed in slaughtering and meat packing—Continued													Not in selected departments
	Per cent ¹ with average hourly earnings as specified, by method of payment—Continued													
	Sausage pack			Smoked meat (other than sliced bacon)			Sliced bacon				Canning			
	Total	Time	Task and bonus	Total	Time	Task and bonus	Total	Time	Task and bonus	Piece	Total	Task and bonus	Piece	
Total reported ²	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
20 and less than 25 cents.....							.6		.6	1.2				
25 and less than 30 cents.....	3.3	4.3	2.8	12.0	27.7	6.2	7.6	31.9	4.0	2.4	3.9			2.2
30 and less than 35 cents.....	54.2	91.3	41.9	37.8	61.4	26.7	34.7	27.7	37.4	22.0	32.6	35.9	7.4	42.1
35 and less than 40 cents.....	20.6	4.3	27.4	22.5	3.6	36.6	29.0	11.8	30.9	37.8	32.2	32.4	48.5	26.1
40 and less than 45 cents.....	13.1		21.2	17.5	3.6	22.4	16.0	22.7	15.7	8.5	16.4	15.9	25.0	18.2
45 and less than 50 cents.....	5.6		6.7	4.4		5.6	7.5	4.2	6.6	19.5	8.8	8.6	16.2	6.8
50 and less than 55 cents.....	2.0			2.2	1.2	1.9	3.4	8	3.5	6.1	3.2	4.1	1.5	2.5
55 and less than 60 cents.....	1.3			1.8	1.2		.9		.9	2.4	1.9	2.2	1.5	1.0
60 cents and more.....				1.8	1.2	.6	.4	.8	.4		.9	1.0		1.2

¹ Per cent not shown where base is less than 50.
² See Table VII for numbers.

150 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE IX.—Relation of bonus to total week's earnings of women employed in four selected departments and in all departments

[Source: Current week's pay rolls]

Week's earnings (including bonus)	Women whose bonus formed specified proportion of week's earnings									
	Total reported	Less than 5 per cent	5 and less than 10 per cent	10 and less than 15 per cent	15 and less than 20 per cent	20 and less than 25 per cent	25 and less than 30 per cent	30 and less than 40 per cent	40 and less than 50 per cent	50 per cent and more
ALL DEPARTMENTS										
Total.....	2,809	383	514	564	506	409	245	174	12	2
Less than \$10.....	96	22	18	19	13	9	9	4		2
\$10 and less than \$15.....	551	158	206	108	47	20	6	6		
\$15 and less than \$18.....	767	118	150	186	167	107	29	10		
\$18 and less than \$20.....	515	55	77	94	124	95	38	32		
\$20 and less than \$25.....	680	27	56	145	126	149	117	57	3	
\$25 and less than \$40.....	200	3	7	12	29	29	46	65	9	
PORK TRIM										
Total.....	404	50	42	67	84	68	49	41	3	
Less than \$10.....	13	3	2	2	4		2			
\$10 and less than \$15.....	25	7	7	6	2	2		1		
\$15 and less than \$18.....	67	15	12	21	13	4	1	1		
\$18 and less than \$20.....	76	16	13	9	22	14	1	1		
\$20 and less than \$25.....	147	6	7	23	35	37	31	8		
\$25 and less than \$40.....	76	3	1	6	8	11	14	30	3	
FRESH-SAUSAGE MANUFACTURING										
Total.....	381	27	59	82	83	64	44	22		
Less than \$10.....	11	1	2	3	2	1	1	1		
\$10 and less than \$15.....	37	6	13	8	7	2	1			
\$15 and less than \$18.....	86	11	20	23	23	5	3	1		
\$18 and less than \$20.....	64	6	6	11	17	16	2	6		
\$20 and less than \$25.....	134	3	16	35	18	29	24	9		
\$25 and less than \$40.....	49		2	2	16	11	13	5		
SLICED BACON										
Total.....	565	105	106	88	105	64	49	45	2	1
Less than \$10.....	31	8	6	3	5	3	4	1		1
\$10 and less than \$15.....	200	75	64	31	18	9	1	2		
\$15 and less than \$18.....	178	17	28	39	58	18	12	6		
\$18 and less than \$20.....	69	5	5	8	12	14	10	15		
\$20 and less than \$25.....	70		3	7	12	19	16	11	2	
\$25 and less than \$40.....	17					1	6	10		
CANNING										
Total.....	257	38	59	55	28	24	28	21	4	
Less than \$10.....	7			5	1		1			
\$10 and less than \$15.....	72	19	33	11	4	2	1	2		
\$15 and less than \$18.....	96	14	17	34	16	10	3	2		
\$18 and less than \$20.....	45	2	9	4	5	8	12	5		
\$20 and less than \$25.....	32	3		1	2	4	10	11	1	
\$25 and less than \$40.....	5						1	1	3	

TABLE X.—Percentage distribution by relation of bonus to total week's earnings of women employed in four selected departments and in all departments

[Source: Current week's pay rolls]

Week's earnings (including bonus)	Per cent of women whose bonus formed specified proportion of week's earnings									
	Total reported ¹	Less than 5 per cent	5 and less than 10 per cent	10 and less than 15 per cent	15 and less than 20 per cent	20 and less than 25 per cent	25 and less than 30 per cent	30 and less than 40 per cent	40 and less than 50 per cent	50 per cent and more
ALL DEPARTMENTS										
Total.....	100.0	13.6	18.3	20.1	18.0	14.6	8.7	6.2	0.4	0.1
Less than \$10.....	100.0	22.9	18.8	19.8	13.5	9.4	9.4	4.2	-----	2.1
\$10 and less than \$15.....	100.0	28.7	37.4	19.6	8.5	3.6	1.1	1.1	-----	-----
\$15 and less than \$18.....	100.0	15.4	19.6	24.3	21.8	14.0	3.8	1.3	-----	-----
\$18 and less than \$20.....	100.0	10.7	15.0	18.3	24.1	18.4	7.4	6.2	-----	-----
\$20 and less than \$25.....	100.0	4.0	8.2	21.3	18.5	21.9	17.2	8.4	-----	-----
\$25 and less than \$40.....	100.0	1.5	3.5	6.0	14.5	14.5	23.0	32.5	4.5	-----
PORK TRIM										
Total.....	100.0	12.4	10.4	16.6	20.8	16.8	12.1	10.1	0.7	-----
Less than \$10.....	(²)	(²)	(²)	(²)	(²)	-----	(²)	-----	-----	-----
\$10 and less than \$15.....	(²)	(²)	(²)	(²)	(²)	(²)	-----	(²)	-----	-----
\$15 and less than \$18.....	100.0	22.4	17.9	31.3	19.4	6.0	1.5	1.5	-----	-----
\$18 and less than \$20.....	100.0	21.1	17.1	11.8	28.9	18.4	1.3	1.3	-----	-----
\$20 and less than \$25.....	100.0	4.1	4.8	15.6	23.8	25.2	21.1	5.4	-----	-----
\$25 and less than \$40.....	100.0	3.9	1.3	7.9	10.5	14.5	18.4	39.5	3.9	-----
FRESH-SAUSAGE MANUFACTURING										
Total.....	100.0	7.1	15.5	21.5	21.8	16.8	11.5	5.8	-----	-----
Less than \$10.....	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-----	-----
\$10 and less than \$15.....	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-----	-----	-----
\$15 and less than \$18.....	100.0	12.8	23.3	26.7	26.7	5.8	3.5	1.2	-----	-----
\$18 and less than \$20.....	100.0	9.4	9.4	17.2	26.6	25.0	3.1	9.4	-----	-----
\$20 and less than \$25.....	100.0	2.2	11.9	26.1	13.4	21.6	17.9	6.7	-----	-----
\$25 and less than \$40.....	(²)	-----	(²)	(²)	(²)	(²)	(²)	(²)	-----	-----
SLICED BACON										
Total.....	100.0	18.6	18.8	15.6	18.6	11.3	8.7	8.0	0.4	0.2
Less than \$10.....	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-----	(²)
\$10 and less than \$15.....	100.0	37.5	32.0	15.5	9.0	4.5	5	1.0	-----	-----
\$15 and less than \$18.....	100.0	9.6	15.7	21.9	32.6	10.1	6.7	3.4	-----	-----
\$18 and less than \$20.....	100.0	7.2	7.2	11.6	17.4	20.3	14.5	21.7	-----	-----
\$20 and less than \$25.....	100.0	-----	4.3	10.0	17.1	27.1	22.9	15.7	2.9	-----
\$25 and less than \$40.....	(²)	-----	-----	-----	-----	(²)	(²)	(²)	-----	-----
CANNING										
Total.....	100.0	14.8	23.0	21.4	10.9	9.3	10.9	8.2	1.6	-----
Less than \$10.....	(²)	-----	-----	(²)	(²)	-----	(²)	-----	-----	-----
\$10 and less than \$15.....	100.0	26.4	45.8	15.3	5.6	2.8	1.4	2.8	-----	-----
\$15 and less than \$18.....	100.0	14.6	17.7	35.4	16.7	10.4	3.1	2.1	-----	-----
\$18 and less than \$20.....	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-----	-----
\$20 and less than \$25.....	(²)	(²)	-----	(²)	-----					
\$25 and less than \$40.....	(²)	-----	-----	-----	-----	-----	(²)	(²)	(²)	-----

¹ See Table IX for numbers.

² Per cent not computed; base less than 50.

TABLE XI.—Weekly hours worked, by location of establishment and size of city

[Source: Current week's pay rolls]

Location of establishment and size of city ¹	5,101 women employed in slaughtering and meat packing																				
	Total	Total reported	Weekly hours reported																Weekly hours not reported		
			Less than 40	40	More than 40 and less than 44	44	More than 44 and less than 48	48	More than 48 and less than 49½	49½	50	More than 50 and less than 54	54	More than 54 and less than 56	56	More than 56 and less than 58	58	More than 58 and less than 60		60 and more	
Total.....	5,101	4,960	823	391	572	174	1,155	363	220	69	112	606	182	96	29	72	26	31	39	141	
10,000 and less than 50,000 population: Otumwa and Austin.....	210	164	17	4	10	1	41	42	31	1	5	10	-----	2	-----	-----	-----	-----	-----	-----	46
50,000 and less than 100,000 population:																					
East St. Louis.....	444	419	96	30	85	12	85	50	25	1	9	14	1	1	1	3	1	4	1	-----	25
St. Joseph.....	158	158	21	4	14	5	23	21	8	2	4	51	5	-----	-----	-----	-----	-----	-----	-----	-----
Sioux City.....	271	266	30	5	24	6	27	17	10	13	21	60	7	29	5	5	-----	3	4	-----	5
100,000 and less than 200,000 population:																					
Fort Worth.....	232	230	45	7	53	10	39	5	11	-----	1	45	14	-----	-----	-----	-----	-----	-----	-----	2
Kansas City.....	908	895	147	31	72	53	296	21	54	21	16	58	84	6	2	10	16	7	1	-----	13
Omaha.....	587	580	109	18	42	9	159	28	32	8	24	107	44	-----	-----	-----	-----	-----	-----	-----	7
200,000 and less than 300,000 population:																					
Denver.....	83	83	7	3	15	1	56	1	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
St. Paul.....	367	367	73	30	67	11	66	-----	10	2	1	18	2	7	14	8	6	11	32	-----	-----
500,000 and less than 600,000 population: Los Angeles and San Francisco.....	237	219	22	10	6	36	51	94	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	18
1,000,000 population and more: Chicago.....	1,604	1,579	256	249	184	30	312	75	39	21	31	243	25	51	7	46	3	6	1	-----	25

¹ Population as of 1920.

TABLE XII.—Percentage distribution of women by weekly hours worked, by location of establishment and size of city

[Source: Current week's pay rolls]

Location of establishment and size of city ¹	5,101 women employed in slaughtering and meat packing																		
	Per cent with weekly hours as specified																		
	Total reported ²	Less than 40	40	More than 40 and less than 44	44	More than 44 and less than 48	48	More than 48 and less than 49½	49½	50	More than 50 and less than 54	54	More than 54 and less than 56	56	More than 56 and less than 58	58	More than 58 and less than 60	60 and more	
Total.....	100.0	16.6	7.9	11.5	3.5	23.3	7.3	4.4	1.4	2.3	12.2	3.7	1.9	0.6	1.5	0.5	0.6	0.8	
10,000 and less than 50,000 population:																			
Ottumwa and Austin.....	100.0	10.4	2.4	6.1	.6	25.0	25.6	18.9	.6	3.0	6.1		1.2						
50,000 and less than 100,000 population:																			
East St. Louis.....	100.0	22.9	7.2	20.3	2.9	20.3	11.9	6.0	.2	2.1	3.3	.2	.2	.2	.7	.2	1.0	.2	
St. Joseph.....	100.0	13.3	2.5	8.9	3.2	14.6	13.3	5.1	1.3	2.5	32.3	3.2							
Sioux City.....	100.0	11.3	1.9	9.0	2.3	10.2	6.4	3.8	4.9	7.9	22.6	2.6	10.9	1.9	1.9		1.1	1.5	
100,000 and less than 200,000 population:																			
Fort Worth.....	100.0	19.6	3.0	23.0	4.3	17.0	2.2	4.8		.4	19.6	6.1							
Kansas City.....	100.0	16.4	3.5	8.0	5.9	33.1	2.3	6.0	2.3	1.8	6.5	9.4	.7	.2	1.1	1.8	.8	.1	
Omaha.....	100.0	18.8	3.1	7.2	1.6	27.4	4.8	5.5	1.4	4.1	18.4	7.6							
200,000 and less than 300,000 population:																			
Denver.....	100.0	8.4	3.6	18.1	1.2	67.5	1.2												
St. Paul.....	100.0	19.9	8.2	18.3	3.0	18.0	2.5	2.7	.5	.3	4.9	.5	1.9	3.8	2.2	1.6	3.0	8.7	
500,000 and less than 600,000 population: Los Angeles and San Francisco.....	100.0	10.0	4.6	2.7	16.4	23.3	42.9												
1,000,000 population and more: Chicago.....	100.0	16.2	15.8	11.7	1.9	19.8	4.7	2.5	1.3	2.0	15.4	1.6	3.2	.4	2.9	.2	.4	.1	

¹ Population as of 1920.

² See Table XI for numbers.

154 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XIII.—*Week's earnings and hours worked by women employed in four selected departments*

[Source: Current week's pay rolls]

2,721 women employed in selected departments in slaughtering and meat packing														
Earnings reported														
Hours worked during week	Pork trim						Sliced bacon							
	Total	Less than \$10	\$10 and less than \$15	\$15 and less than \$18	\$18 and less than \$20	\$20 and less than \$25	\$25 and more	Total	Less than \$10	\$10 and less than \$15	\$15 and less than \$18	\$18 and less than \$20	\$20 and less than \$25	\$25 and more
	Total	666	56	58	112	97	196	147	894	72	360	268	85	91	18
Less than 40.....	109	56	30	15	5	2	1	211	72	112	22	3	2	---
40.....	27	---	3	11	4	7	2	100	---	58	34	5	3	---
More than 40 and less than 44.	85	---	8	31	20	24	2	119	---	63	34	18	4	---
44.....	14	---	1	5	3	3	2	58	---	9	31	9	0	---
More than 44 and less than 48.	99	---	9	21	24	32	13	224	---	84	96	25	19	---
48.....	27	---	---	3	9	13	2	40	---	7	18	7	7	1
More than 48 and less than 50.	37	---	6	6	6	15	4	27	---	19	3	1	3	1
50.....	116	---	---	3	2	3	2	2	---	---	---	---	---	1
More than 50 and less than 54.	10	---	1	11	13	65	26	97	---	7	26	12	41	11
54.....	53	---	---	---	3	14	36	9	---	1	3	5	---	---
More than 54 and less than 60.	87	---	---	6	8	18	55	7	---	---	---	---	2	5
60 and more.....	2	---	---	---	---	---	2	---	---	---	---	---	---	---

2,721 women employed in selected departments in slaughtering and meat packing—Continued														
Earnings reported—Continued														
Hours worked during week	Fresh-sausage manufacturing						Canning							
	Total	Less than \$10	\$10 and less than \$15	\$15 and less than \$18	\$18 and less than \$20	\$20 and less than \$25	\$25 and more	Total	Less than \$10	\$10 and less than \$15	\$15 and less than \$18	\$18 and less than \$20	\$20 and less than \$25	\$25 and more
	Total	729	37	159	216	97	160	60	432	12	143	141	74	55	7
Less than 40.....	95	36	43	13	3	---	---	53	12	31	6	1	3	---
40.....	11	1	8	---	---	2	---	70	---	39	14	8	9	---
More than 40 and less than 44.	74	---	25	22	19	8	---	34	---	15	13	4	2	---
44.....	27	---	5	3	6	13	---	4	---	2	1	1	---	---
More than 44 and less than 48.	198	---	55	88	26	28	1	167	---	35	72	33	21	6
48.....	81	---	21	27	16	10	7	16	---	11	3	3	2	---
More than 48 and less than 50.	52	---	2	13	6	24	7	51	---	8	18	13	12	---
50.....	8	---	---	2	1	5	---	11	---	---	6	3	2	---
More than 50 and less than 54.	85	---	---	39	7	26	13	23	---	2	9	8	3	1
54.....	31	---	---	6	5	18	2	2	---	---	2	---	---	---
More than 54 and less than 60.	40	---	---	3	8	21	8	1	---	---	---	---	1	---
60 and more.....	27	---	---	---	---	5	22	---	---	---	---	---	---	---

TABLE XIV.—Hours of weeks worked by women for whom records of 44 weeks or more were secured, by firm

[Source: Year's pay rolls]

Weekly hours	All firms				Firm I				Firm II				Firm III				Firm IV				Other firms				
	Women ¹		Weeks worked ²		Women ¹		Weeks worked ²		Women ¹		Weeks worked ²		Women ¹		Weeks worked ²		Women ¹		Weeks worked ²		Women ¹		Weeks worked ²		
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	
	Total ³	1,924	100.0	97,014	100.0	237	100.0	11,971	100.0	442	100.0	22,082	100.0	338	100.0	17,185	100.0	720	100.0	36,306	100.0	187	100.0	9,470	100.0
Less than 21	932	48.4	1,724	1.8	92	38.8	131	1.1	195	44.1	330	1.5	178	52.7	396	2.3	375	52.1	707	1.9	92	49.2	160	1.7	
21 and less than 24	405	21.0	537	.6	50	21.1	55	.5	86	19.5	109	.5	100	29.6	170	1.0	142	19.7	174	.5	27	14.4	29	.3	
24 and less than 27	580	30.1	816	.8	54	22.8	71	.6	129	29.2	165	.7	144	42.6	228	1.3	211	29.3	300	.8	42	22.5	52	.5	
27 and less than 30	681	35.4	1,072	1.1	83	35.0	130	1.1	135	30.5	177	.8	152	45.0	270	1.6	257	35.7	423	1.2	54	28.9	72	.8	
30 and less than 33	1,016	52.8	1,986	2.0	145	61.2	319	2.7	180	40.7	302	1.4	202	59.8	453	2.6	385	53.5	753	2.1	104	55.6	159	1.7	
33 and less than 36	1,367	71.0	3,389	3.5	169	71.3	458	3.8	242	54.8	498	2.3	235	69.5	590	3.4	578	80.5	1,592	4.4	143	76.5	251	2.7	
36 and less than 39	1,620	84.2	5,164	5.3	210	88.6	905	7.6	300	67.9	719	3.3	297	87.9	996	5.8	649	90.1	2,055	5.7	164	87.7	489	5.2	
39 and less than 40	1,218	63.3	2,435	2.5	122	51.0	427	3.6	217	49.1	374	1.7	218	64.5	456	2.7	469	65.1	961	2.6	122	65.2	217	2.3	
40	1,546	80.4	6,154	6.3	187	78.9	706	5.9	340	76.9	1,448	6.6	265	78.4	783	4.6	598	83.1	2,845	7.8	156	83.4	372	3.9	
More than 40 and less than 42	1,689	87.8	6,364	6.6	198	83.5	744	6.2	393	88.9	1,511	6.8	314	92.9	1,251	7.3	641	89.0	2,508	6.9	143	76.5	350	3.7	
42 and less than 44	1,830	95.1	9,558	9.9	218	92.0	1,116	9.3	411	93.0	2,239	10.1	332	98.2	1,608	9.4	702	97.5	3,883	10.7	167	89.3	712	7.5	
44	1,402	72.9	2,878	3.0	146	61.6	331	2.8	328	74.2	645	2.9	241	71.3	464	2.7	567	78.8	1,229	3.4	120	64.2	209	2.2	
More than 44 and less than 48	1,912	99.4	19,974	20.6	232	97.9	2,173	18.2	438	99.1	4,340	19.7	338	100.0	3,568	20.8	717	99.6	7,335	20.2	187	100.0	2,558	27.0	
48	1,435	74.6	5,670	5.8	175	73.8	784	6.5	356	80.1	1,216	5.5	239	70.7	755	4.4	510	70.8	1,601	4.4	155	82.9	1,314	13.9	
More than 48 and less than 49½	1,579	82.1	4,810	5.0	180	75.9	480	4.0	376	85.5	1,284	5.8	294	87.0	929	5.4	565	78.5	1,559	4.3	164	87.7	558	5.9	
49½	1,029	53.5	2,063	2.1	94	39.7	170	1.4	257	58.1	685	3.1	201	59.5	407	2.4	354	49.2	534	1.5	128	65.8	207	2.8	
More than 49½ and less than 50	33	1.7	41	(⁴)					28	6.3	34	.2													
50	1,239	64.4	2,620	2.7	152	64.1	394	3.3	287	64.9	607	2.7	219	64.8	437	2.5	450	62.5	943	2.6	131	70.1	239	2.5	
More than 50 and less than 52	1,508	78.4	5,267	5.4	166	70.0	592	4.9	356	80.5	1,314	6.0	279	82.5	992	5.8	562	78.1	1,727	4.8	143	77.5	642	6.8	
52	982	51.0	1,988	2.0	134	56.5	285	2.4	245	55.4	590	2.7	169	50.0	317	1.8	365	50.7	688	1.9	69	36.9	108	1.1	
More than 52 and less than 54	1,376	71.5	4,518	4.7	160	67.5	520	4.3	333	75.3	1,227	5.6	251	74.3	771	4.5	507	70.4	1,675	4.6	125	66.8	325	3.4	
54	917	47.7	2,229	2.3	108	45.6	346	2.9	220	49.8	535	2.4	165	48.8	329	1.9	375	52.1	953	2.6	49	26.2	66	.7	
More than 54 and less than 55	432	22.5	635	.7	54	22.8	67	.6	144	32.6	245	1.1	57	16.9	70	.4	132	18.3	196	.5	45	24.1	57	.6	
55	459	23.9	745	.8	74	31.2	114	1.0	178	40.3	356	1.6	60	17.8	75	.4	120	16.7	164	.5	27	14.4	36	.4	
More than 55 and less than 56	302	15.7	406	.4	29	12.2	35	.3	94	21.3	129	.6	58	17.2	74	.4	91	12.6	118	.3	30	16.0	50	.5	
56	354	18.4	489	.5	61	25.7	87	.7	106	24.0	167	.8	53	15.7	67	.4	119	16.5	147	.4	15	8.0	21	.2	
More than 56 and less than 58	531	27.6	1,151	1.2	76	32.1	219	1.8	144	32.6	340	1.5	81	24.0	164	1.0	194	26.9	362	1.0	36	19.3	66	.7	
58	297	15.4	429	.4	63	26.6	100	.8	71	16.1	121	.5	33	9.8	40	.2	122	16.9	160	.4	87	4.3	8	.1	
More than 58 and less than 60	405	21.0	671	.7	63	26.6	108	.9	86	19.5	162	.7	76	22.5	130	.8	158	21.9	224	.6	22	11.8	47	.5	
60	159	8.3	279	.3	39	16.5	104	.9	22	5.0	35	.2	28	8.3	34	.2	68	9.4	104	.3	2	1.1	2	(⁴)	
More than 60 and less than 70	328	17.0	823	.8					61	13.8	176	.8	87	25.7	293	1.7	163	22.6	327	.9	17	9.1	27	.3	
70	5	.3	5	(⁴)					1	.2	1	(⁴)	4	1.2	4	(⁴)									
More than 70	96	5.0	124	.1					1	.2	1	(⁴)	36	10.7	64	.4	59	8.2	59	.2					

¹ Includes women who worked at least 44 weeks, including paid vacation.

² Includes actual weeks worked only.

³ Details do not total, as many women worked different hours in different weeks.

⁴ Less than one-tenth of 1 per cent.

TABLE XV.—Number of weeks and number of hours in which guaranteed pay was received by women for whom records of 44 weeks or more were secured, by city and by department

[Source: Year's pay rolls]

City and department	Women for whom records of 44 weeks or more were secured in firms in which a guaranty was paid.					Weeks worked by women in departments in which a guaranty was paid				Hours worked by women in departments in which a guaranty was paid				
	Total	Women in departments in which a guaranty was paid		Women receiving a guaranty		Total	Weeks in which a guaranty was paid		Average number of weeks in which a guaranty was paid per woman receiving	Total	Hours in which a guaranty was paid		Average number of hours in which a guaranty was paid per woman receiving	Average number of hours per week in which a guaranty was paid
		Number	Per cent of all women in the firm	Number	Per cent of all women in the department		Number	Per cent of all weeks worked			Number	Per cent of all hours worked		
Total.....	1,402	523	37.3	352	67.3	26,145	1,811	6.9	5.14	1,143,561 $\frac{1}{4}$	7,794 $\frac{1}{4}$	0.7	22.14	4.30
50,000 and less than 100,000 population— Total.....	332	190	59.0	149	78.4	9,468	683	7.2	4.58	407,590 $\frac{1}{4}$	2,888 $\frac{1}{4}$	.7	19.38	4.23
East St. Louis.....	126	43	34.1	43	100.0	2,107	192	9.1	4.47	90,700 $\frac{3}{4}$	507 $\frac{3}{4}$	.6	11.81	2.64
St. Joseph.....	49	37	75.5	31	83.8	1,875	115	6.1	3.71	79,879 $\frac{1}{4}$	699 $\frac{1}{4}$	.9	22.56	6.08
Sioux City.....	157	110	70.1	75	68.2	5,486	376	6.9	5.01	237,010 $\frac{1}{4}$	1,681	.7	22.41	4.47
100,000 and less than 200,000 population— Total.....	493	120	24.3	75	62.5	6,068	385	6.3	5.13	265,403 $\frac{1}{4}$	1,554	.6	20.72	4.04
Kansas City.....	307	53	17.3	26	49.1	2,694	44	1.6	1.69	120,483 $\frac{1}{2}$	131 $\frac{1}{2}$	.1	5.06	2.99
Omaha.....	186	67	36.0	49	73.1	3,374	341	10.1	6.96	144,919 $\frac{3}{4}$	1,422 $\frac{1}{2}$	1.0	29.03	4.17
200,000 and less than 300,000 population, St. Paul.....	227	79	34.8	48	60.8	3,914	349	8.9	7.27	167,684 $\frac{1}{4}$	2,182	1.3	45.46	6.25
1,000,000 population and over, Chicago.....	350	134	38.3	80	59.7	6,695	394	5.9	4.93	302,884	1,170	.4	14.63	2.97
Kill.....	39	39	100.0	36	92.3	1,945	252	13.0	7.00	78,332 $\frac{5}{8}$	956	1.2	26.56	3.79
Offal.....	113	108	95.6	85	78.7	5,310	677	12.7	7.96	230,572 $\frac{3}{4}$	3,424 $\frac{1}{2}$	1.5	40.29	5.06
Casings:														
Beef.....	45	45	100.0	36	80.0	2,284	190	8.3	5.28	98,572 $\frac{3}{4}$	450	.5	12.50	2.37
Hog and sheep.....	86	64	74.4	26	40.6	3,230	98	3.0	3.77	150,302 $\frac{3}{4}$	362	.2	13.92	3.69
Pork trim.....	239	142	59.4	116	81.7	7,064	523	7.4	4.51	300,593 $\frac{1}{2}$	2,442 $\frac{3}{4}$	.8	21.06	4.67
Fresh-sausage manufacturing.....	198	30	15.2	20	66.7	1,541	27	1.8	1.35	68,381 $\frac{1}{2}$	411 $\frac{1}{2}$	.1	2.08	1.54
Other.....	682	95	13.9	33	34.7	4,771	44	.9	1.33	216,806 $\frac{1}{2}$	117 $\frac{1}{2}$	.1	3.56	2.67

TABLE XVI.—Number of animals slaughtered under Federal inspection in four cities, by month, June, 1927, to May, 1928, inclusive ¹

[Source: See footnote 1]

Animals	Total	Monthly average		Monthly variation ² (percent)	Number of animals slaughtered in specified month											
		Number	Per cent		1927							1928				
					June	July	August	September	October	November	December	January	February	March	April	May
SIOUX CITY																
Total.....	2, 589, 438	215, 786	100.0	37.0	211, 171	206, 917	158, 515	126, 169	135, 593	171, 335	252, 903	311, 632	341, 146	321, 734	163, 709	188, 614
Cattle.....	380, 621	31, 718	14.7	70.5	36, 687	27, 282	27, 779	26, 189	30, 579	30, 659	35, 152	30, 885	32, 057	33, 425	32, 784	37, 143
Hogs.....	1, 752, 906	146, 083	67.7	22.5	162, 007	167, 089	110, 597	72, 632	56, 880	78, 908	146, 974	216, 705	253, 172	248, 068	105, 148	134, 816
Other.....	455, 821	37, 985	17.6	17.6	12, 477	12, 546	20, 139	27, 348	48, 134	61, 768	70, 777	64, 042	55, 917	40, 241	25, 777	16, 655
ST. PAUL																
Total.....	4, 397, 444	366, 454	100.0	39.1	304, 828	269, 698	214, 063	262, 534	443, 711	547, 715	527, 511	497, 141	400, 305	371, 597	269, 654	288, 687
Cattle.....	542, 382	45, 199	12.3	49.4	34, 228	36, 905	43, 819	46, 181	66, 628	69, 345	41, 869	39, 497	42, 052	43, 404	37, 513	40, 941
Hogs.....	2, 776, 626	231, 386	63.1	24.9	205, 786	175, 622	100, 464	113, 761	215, 632	320, 892	404, 189	360, 771	281, 385	258, 331	167, 030	172, 763
Other.....	1, 078, 436	89, 869	24.6	35.4	64, 814	57, 171	69, 780	102, 592	161, 451	157, 478	81, 453	96, 873	76, 868	69, 862	65, 111	74, 983
ST. LOUIS																
Total.....	2, 406, 303	200, 525	100.0	55.2	271, 443	216, 467	217, 245	168, 351	176, 245	170, 068	200, 995	220, 033	218, 379	224, 001	149, 837	173, 239
Cattle.....	159, 393	13, 283	6.6	50.3	14, 728	16, 046	18, 034	16, 544	15, 994	13, 824	12, 912	11, 343	9, 976	9, 656	9, 075	11, 261
Hogs.....	1, 884, 767	157, 064	78.3	54.2	199, 361	147, 880	123, 191	110, 804	117, 126	122, 777	179, 035	201, 346	199, 970	204, 353	130, 424	148, 500
Other.....	362, 143	30, 178	15.0	9.7	57, 354	52, 541	76, 020	41, 003	43, 125	33, 467	9, 048	7, 344	8, 433	9, 992	10, 338	13, 478
OMAHA																
Total.....	4, 802, 033	400, 169	100.0	52.0	439, 738	415, 582	387, 401	309, 815	285, 403	282, 224	366, 466	463, 622	533, 504	542, 370	350, 290	425, 618
Cattle.....	886, 543	73, 879	18.5	70.4	89, 622	69, 369	70, 260	68, 726	81, 741	75, 256	72, 489	67, 242	69, 468	70, 748	63, 058	88, 564
Hogs.....	2, 231, 340	185, 945	46.5	31.0	217, 663	207, 218	165, 719	100, 815	93, 454	102, 717	148, 826	246, 657	301, 687	300, 476	155, 086	191, 022
Other.....	1, 684, 150	140, 345	35.1	60.9	132, 453	138, 995	151, 422	140, 274	110, 208	104, 251	145, 151	149, 723	162, 349	171, 146	132, 146	146, 032

¹ Source: U. S. Department of Agriculture, Crops and Markets, vol. 4, 1927, pp. 303, 343, 389, 426, 491; and vol. 5, 1928, pp. 9, 49, 89, 130, 163, 203, 244, 299.

² Minimum divided by maximum number slaughtered during the month.

158 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XVII.—Number of women employed in representative departments in three cities, by week, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Week	Number of women employed in slaughtering and meat packing									Ot-tum-wa, all de-partments
	Sioux City				St. Paul					
	All de-partments	Department			All de-partments	Department				
Cas-ings (hog and sheep)		Pork trim	Fresh sausage manu-facturing	Cas-ings (hog and sheep)		Pork trim	Fresh sausage manu-facturing	Sliced bacon		
Average for 52 weeks	282.8	26.0	77.7	39.2	420.8	25.5	74.6	50.4	36.8	111.2
June to August, 1927:										
1	286	29	81	38	376	14	63	41	32	106
2	323	30	91	40	394	15	65	46	31	103
3	316	28	88	44	392	15	66	51	31	100
4	258	22	73	40	390	16	70	47	28	113
5	300	27	90	43	406	18	75	50	32	119
6	318	28	97	45	407	18	80	50	34	123
7	314	29	98	44	422	22	77	51	36	127
8	313	28	99	44	424	21	75	53	38	124
9	303	31	89	42	428	23	69	51	38	127
10	299	29	90	42	413	21	68	46	35	126
11	280	27	79	45	402	19	61	50	35	126
12	266	22	73	46	377	18	57	50	35	122
13	260	23	70	45	379	17	56	49	35	120
September to November, 1927:										
14	243	22	64	42	362	17	51	52	37	117
15	236	21	65	40	370	20	53	52	41	118
16	242	19	67	41	382	20	57	52	44	119
17	249	20	68	42	380	21	57	51	42	125
18	211	14	51	40	367	20	56	49	34	126
19	204	14	48	41	373	18	60	50	35	127
20	206	14	51	41	395	23	66	48	38	124
21	205	14	51	38	435	29	78	49	39	134
22	216	16	55	37	471	31	90	46	40	135
23	219	17	57	36	488	36	95	46	39	132
24	213	15	56	35	480	36	94	46	39	121
25	213	16	53	36	486	36	95	46	37	118
26	224	17	55	37	504	40	102	46	38	114
December, 1927, to February, 1928:										
27	233	20	57	36	502	40	100	44	41	116
28	241	22	62	36	478	37	96	43	39	110
29	280	32	81	36	482	35	93	47	39	97
30	284	33	82	36	472	33	95	46	39	97
31	273	32	81	36	448	32	87	41	37	95
32	278	32	84	36	456	31	88	43	38	96
33	306	34	86	37	479	29	94	47	37	94
34	321	36	92	36	494	28	98	49	42	95
35	339	37	100	35	514	33	92	50	64	92
36	374	41	108	36	517	33	89	51	70	91
37	367	40	105	38	472	34	86	53	40	98
38	362	37	103	39	483	32	89	55	40	99
39	363	40	97	39	466	33	80	55	35	98
March to May, 1928:										
40	370	40	102	39	493	29	75	53	33	103
41	362	39	99	38	391	28	69	52	27	101
42	358	36	94	41	385	25	68	51	31	100
43	354	33	93	41	388	25	72	51	31	102
44	348	33	91	40	377	25	70	51	30	98
45	327	32	84	40	389	26	69	51	32	99
46	291	30	72	39	364	24	58	51	32	100
47	254	17	66	37	359	23	62	53	33	105
48	248	14	63	36	351	22	61	54	32	108
49	269	19	69	37	373	23	61	62	32	113
50	268	17	70	36	374	24	64	63	31	110
51	268	18	71	35	365	20	65	65	30	110
52	257	16	70	37	368	20	63	70	33	111
Total variation—per cent ¹	54.5	34.1	44.4	76.1	67.9	35.0	50.0	58.6	38.6	67.4
Coefficient of variation—per cent ²	17.9	32.3	21.8	7.4	11.8	27.8	19.6	10.5	19.3	11.4

¹ Minimum divided by maximum number employed during year.

² The standard deviation divided by the average number employed during the year. The standard deviation is the range about the average within which two-thirds of the observations fall.

TABLE XVIII.—Index of weekly variation in number of women employed in representative departments in three cities, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]
Average for 52 weeks=100

Week	Index of number of women ¹ employed in slaughtering and meat packing									
	Sioux City				St. Paul					Ot-tum-wa, all de-part-ments
	All de-part-ments	Department			All de-part-ments	Department				
		Cas-ings (hog and sheep)	Pork trim	Fresh sau-sage manu-fac-turing		Cas-ings (hog and sheep)	Pork trim	Fresh sau-sage manu-fac-turing	Sliced bacon	
Average for 52 weeks....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
June to August, 1927:										
1.....	101.1	111.5	104.2	96.9	89.4	54.9	84.5	81.3	87.0	95.3
2.....	114.2	115.4	117.1	102.0	93.6	58.8	87.1	91.3	84.2	92.6
3.....	111.7	107.7	113.3	112.2	93.2	58.8	88.5	101.2	84.2	89.9
4.....	91.2	84.6	94.0	102.0	92.7	62.7	93.8	93.3	76.1	101.6
5.....	106.1	103.8	115.8	109.7	96.5	70.6	100.5	99.2	87.0	107.0
6.....	112.4	107.7	124.8	114.8	96.7	70.6	107.2	99.2	92.4	110.6
7.....	111.0	111.5	126.1	112.3	100.3	86.3	103.2	101.2	97.8	114.2
8.....	110.7	107.7	127.4	112.3	100.8	82.4	100.5	105.2	103.3	111.5
9.....	105.7	119.2	114.5	107.1	101.7	90.2	92.5	101.2	103.3	114.2
10.....	107.1	111.5	115.8	107.2	98.1	82.4	91.2	91.3	95.1	113.3
11.....	99.0	103.8	101.7	114.8	95.5	74.5	81.8	99.2	95.1	113.3
12.....	94.1	84.6	94.0	117.3	89.6	70.6	76.4	99.2	95.1	109.7
13.....	91.9	88.5	90.1	114.8	90.1	66.7	75.1	97.2	95.1	107.9
September to November, 1927:										
14.....	85.9	84.6	82.4	107.2	86.0	66.7	68.4	103.2	100.5	105.2
15.....	83.5	80.8	83.7	102.0	87.9	78.4	71.0	103.2	111.4	106.1
16.....	85.6	73.1	86.2	104.6	90.8	78.4	76.4	103.2	119.6	107.0
17.....	88.0	76.9	87.5	107.1	90.3	82.4	76.4	101.2	114.1	112.4
18.....	74.6	53.8	65.6	102.0	87.2	78.4	75.1	97.2	92.4	113.3
19.....	72.1	53.8	61.8	104.6	88.6	70.6	80.4	99.2	95.1	114.2
20.....	72.8	53.8	65.6	104.6	93.9	90.2	88.5	95.2	103.3	111.5
21.....	72.5	53.8	65.6	96.9	103.4	113.7	104.6	97.2	106.0	120.5
22.....	76.4	61.5	70.8	94.4	111.9	121.6	120.6	91.3	108.7	121.4
23.....	77.4	65.4	73.4	91.8	116.0	141.2	127.3	91.3	106.0	118.7
24.....	75.3	57.7	72.1	89.3	114.1	141.2	126.0	91.3	106.0	108.8
25.....	75.3	61.5	68.2	91.8	115.5	141.2	127.3	91.3	100.5	106.1
26.....	79.2	65.4	70.8	94.4	119.8	156.9	136.7	91.3	103.3	102.5
December, 1927, to February, 1928:										
27.....	82.4	76.9	73.4	91.8	119.3	156.9	134.0	87.3	111.4	104.3
28.....	85.2	84.6	79.8	91.8	113.6	145.1	128.7	85.3	106.0	98.9
29.....	99.0	123.1	104.2	91.8	114.5	137.3	124.7	93.3	106.0	87.2
30.....	100.4	126.9	105.5	91.8	112.2	129.4	127.3	91.3	106.0	87.2
31.....	96.5	123.1	104.2	91.8	106.5	125.5	116.6	81.3	100.5	85.4
32.....	98.3	123.1	108.1	91.8	108.4	121.6	118.0	85.3	103.3	86.3
33.....	108.2	130.8	110.7	94.4	113.8	113.7	126.0	93.3	100.5	84.5
34.....	113.5	138.5	118.4	91.8	117.4	109.8	131.4	97.2	114.1	85.4
35.....	119.9	142.3	128.7	89.3	122.1	129.4	123.3	99.2	173.9	82.7
36.....	132.2	157.7	139.0	91.8	112.9	129.4	119.3	101.2	190.2	81.8
37.....	127.7	153.8	135.1	96.9	112.2	133.3	115.3	105.2	108.7	88.1
38.....	128.0	142.3	132.6	99.5	114.8	125.5	119.3	109.1	108.7	89.0
39.....	128.4	153.8	124.8	99.5	110.7	129.4	107.2	109.1	95.1	88.1
March to May, 1928:										
40.....	130.8	153.8	131.3	99.5	102.9	113.7	100.5	105.2	89.7	92.6
41.....	128.0	150.0	127.4	96.9	92.9	109.8	92.5	103.2	73.4	90.8
42.....	126.6	138.5	121.0	104.6	91.5	98.0	91.2	101.2	84.2	89.9
43.....	125.2	126.9	119.7	104.6	92.2	98.0	96.5	101.2	84.2	91.7
44.....	123.1	126.9	117.1	102.0	89.6	98.0	93.8	101.2	81.5	88.1
45.....	115.6	123.1	108.1	102.0	92.4	102.0	92.5	101.2	87.0	89.0
46.....	102.9	115.4	92.7	99.5	86.5	94.1	77.7	101.2	87.0	89.9
47.....	89.8	65.4	84.9	94.4	85.3	90.2	83.1	105.2	89.7	94.4
48.....	87.7	53.8	81.1	91.8	83.4	86.3	81.8	107.1	87.0	97.1
49.....	95.1	73.1	88.8	94.4	88.6	90.2	81.8	123.0	87.0	101.6
50.....	94.8	65.4	90.1	91.8	88.9	94.1	85.8	125.0	84.2	98.9
51.....	94.8	69.2	91.4	89.3	86.7	78.4	87.1	129.0	81.5	98.9
52.....	90.9	61.5	90.1	94.4	87.5	78.4	84.5	138.9	89.7	99.8

¹ See Table XVII for numbers.

160 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XIX.—Number of women employed in representative departments in East St. Louis and Omaha, by week, June 1927, to May, 1928, inclusive

[Source: Year's record.]

Week	Number of women employed in slaughtering and meat packing							
	East St. Louis				Omaha			
	All departments	Department			All departments	Department		
		Pork trim	Sausage manufacturing	Sliced bacon		Pork trim	Sausage manufacturing	Sliced bacon
Average for 52 weeks...	110.7	22.7	38.0	23.3	203.1	25.5	45.2	46.4
June to August, 1927:								
1	107	24	37	18	215	26	51	49
2	112	27	38	20	218	28	49	49
3	109	27	38	18	210	27	48	41
4	105	27	36	17	212	27	51	44
5	101	27	34	15	225	30	53	47
6	102	25	35	15	232	31	53	48
7	112	25	41	17	223	28	53	44
8	114	20	42	23	222	27	54	45
9	111	21	40	22	213	26	50	45
10	111	21	42	22	210	24	48	46
11	110	21	41	23	209	23	49	44
12	109	20	41	20	221	21	48	59
13	121	20	46	25	203	20	45	47
September to November, 1927:								
14	120	20	45	24	201	21	43	47
15	121	21	44	25	204	21	44	58
16	121	21	46	24	207	21	47	61
17	111	16	44	23	196	22	47	53
18	113	17	44	23	183	18	48	44
19	105	15	42	19	179	13	47	46
20	113	15	42	23	179	14	45	45
21	113	17	41	22	176	12	46	45
22	108	14	40	22	188	13	49	46
23	108	17	39	22	194	13	53	47
24	109	18	41	19	184	12	49	46
25	112	21	40	19	180	14	48	42
26	112	20	41	19	175	12	48	41
December, 1927, to February, 1928:								
27	109	20	39	18	171	16	39	41
28	109	22	38	17	170	19	39	34
29	106	22	38	17	172	19	38	38
30	95	22	31	16	170	18	40	38
31	93	22	30	16	166	19	38	37
32	94	22	28	21	164	19	39	32
33	97	21	33	22	185	21	40	40
34	112	26	35	30	203	28	39	48
35	123	25	37	39	222	31	42	52
36	123	25	37	38	222	33	41	52
37	123	32	35	36	219	36	41	46
38	129	38	34	34	227	41	41	50
39	126	39	34	30	238	47	44	46
March to May, 1928:								
40	115	33	34	24	229	46	41	45
41	111	32	33	23	224	45	40	43
42	105	27	32	24	230	45	37	45
43	106	26	33	24	229	45	37	50
44	105	25	33	24	231	49	38	50
45	101	22	33	25	208	32	39	45
46	99	22	32	23	197	31	38	45
47	104	22	35	24	187	20	43	44
48	108	16	41	27	183	22	42	45
49	121	21	42	30	205	24	48	51
50	121	21	42	30	211	24	51	57
51	117	19	42	30	217	24	54	56
52	114	20	39	29	221	26	57	55
Total variation—per cent ² ...	72.1	35.9	60.9	38.5	68.9	24.5	64.9	52.5
Coefficient of variation—per cent ³ ...	7.3	22.9	12.1	23.6	10.1	38.4	12.2	12.7

¹ Employment record only.

² Minimum divided by maximum number employed during year.

³ The standard deviation divided by the average number employed during the year. The standard deviation is the range about the average within which two-thirds of the observations fall.

TABLE XX.—Index of weekly variation in number of women employed in representative departments in East St. Louis and Omaha, June, 1927, to May, 1928, inclusive

[Source: Year's record ¹]

Average for 52 weeks=100

Week	Index of number of women employed ² in slaughtering and meat packing							
	East St. Louis				Omaha			
	All departments	Department			All departments	Department		
		Pork trim	Sausage manufacturing	Sliced bacon		Pork trim	Sausage manufacturing	Sliced bacon
Average for 52 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.00
June to August, 1927:								
1	96.7	105.7	97.4	77.3	105.9	102.0	112.8	105.6
2	101.2	118.9	100.0	85.8	107.3	109.8	108.4	105.6
3	98.5	118.9	100.0	77.3	103.4	105.9	106.2	88.4
4	94.9	118.9	94.7	73.0	104.4	105.9	112.8	94.8
5	91.2	118.9	89.5	64.4	110.8	117.6	117.3	101.3
6	92.1	110.1	92.1	64.4	114.2	121.6	117.3	103.4
7	101.2	110.1	107.9	73.0	109.8	109.8	117.3	94.8
8	103.0	88.1	110.5	98.7	109.3	105.9	119.5	97.0
9	100.3	92.5	105.3	94.4	104.9	102.0	110.6	97.0
10	100.3	92.5	110.5	94.4	103.4	94.1	106.2	99.1
11	99.4	92.5	107.9	98.7	102.9	90.2	108.4	94.8
12	98.5	88.1	107.9	85.8	108.8	82.4	106.2	127.2
13	109.3	88.1	121.1	107.3	100.0	78.4	99.6	101.3
September to November, 1927:								
14	108.4	88.1	118.4	103.0	99.0	82.4	95.1	101.3
15	109.3	92.5	115.8	107.3	100.4	82.4	97.3	125.0
16	109.3	92.5	121.1	103.0	101.9	82.4	104.0	131.5
17	100.3	70.5	115.8	98.7	96.5	86.3	104.0	114.2
18	102.1	74.9	115.8	98.7	90.1	70.6	106.2	94.8
19	94.9	66.1	110.5	81.5	88.1	51.0	104.0	99.1
20	102.1	66.1	110.5	98.7	88.1	54.9	100.0	97.0
21	102.1	74.9	107.9	94.4	86.7	47.1	101.8	97.0
22	97.6	61.7	105.3	94.4	92.6	51.0	108.4	99.1
23	97.6	74.9	102.6	94.4	95.5	51.0	117.3	101.3
24	98.5	79.3	110.5	81.5	90.6	47.1	108.4	99.1
25	101.2	92.5	105.3	81.5	88.6	54.9	106.2	90.5
26	101.2	88.1	107.9	81.5	86.2	47.1	106.2	88.4
December, 1927, to February, 1928:								
27	98.5	88.1	102.6	77.3	84.2	62.7	86.3	88.4
28	98.5	96.9	100.0	73.0	83.7	74.5	86.3	73.3
29	95.8	96.9	100.0	73.0	84.7	74.5	84.1	81.9
30	85.8	96.9	81.6	68.7	83.7	70.6	88.5	81.9
31	84.0	96.9	78.9	68.7	81.7	74.5	84.1	79.7
32	84.9	96.9	73.7	90.1	80.7	74.5	86.3	69.0
33	87.6	92.5	86.8	94.4	91.1	82.4	88.5	86.2
34	101.2	114.5	92.1	128.8	100.0	109.8	86.3	103.4
35	111.1	110.1	97.4	167.4	109.3	121.6	92.9	112.1
36	111.1	110.1	97.4	163.1	109.3	129.4	90.7	112.1
37	111.1	141.0	86.8	154.5	107.8	141.2	90.7	99.1
38	116.5	167.4	89.5	145.9	111.8	160.8	90.7	107.8
39	113.8	171.8	89.5	128.8	117.2	184.3	97.3	99.1
March to May, 1928:								
40	103.9	145.4	89.5	103.0	112.8	180.4	90.7	97.0
41	100.3	141.0	86.8	98.7	110.3	176.5	88.5	92.7
42	94.9	118.9	84.2	103.0	113.2	176.5	81.9	97.0
43	95.8	114.5	86.8	103.0	112.8	176.5	81.9	107.8
44	94.9	110.1	86.8	103.0	113.7	192.2	84.1	107.8
45	91.2	96.9	86.8	107.3	102.4	125.5	86.3	97.0
46	89.4	96.9	84.2	98.7	97.0	121.6	84.1	97.0
47	93.9	96.9	92.1	103.0	92.1	78.4	95.1	94.8
48	97.6	70.5	107.9	115.9	90.1	86.3	92.9	97.0
49	109.3	92.5	110.5	128.8	100.9	94.1	106.2	109.9
50	109.3	92.5	110.5	128.8	103.9	94.1	112.8	122.8
51	105.7	83.7	110.5	128.8	106.8	94.1	119.5	120.7
52	103.0	88.1	102.6	124.5	108.8	102.0	126.1	118.5

¹ Employment record only.² See table XIX for numbers.

162 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XXI.—Average weekly hours worked by women employed in representative departments in Sioux City and St. Paul, by week, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Week	Average weekly hours worked by women in slaughtering and meat packing							
	Sioux City				St. Paul			
	All departments	Department			All departments	Department		
Casings, hog and sheep		Pork trim	Fresh-sausage manufacturing	Casings, hog and sheep		Pork trim	Fresh-sausage manufacturing	
Average for 52 weeks:	42.7	45.4	42.9	46.1	43.1	45.3	41.8	46.4
June to August, 1927:								
1.....	41.4	43.5	42.7	42.9	40.6	43.9	41.6	39.7
2.....	45.9	52.9	50.5	48.7	44.1	45.6	44.6	46.2
3.....	38.2	37.0	37.4	47.0	43.7	46.3	45.2	43.1
4.....	42.3	45.3	41.1	47.4	45.0	46.0	44.4	46.0
5.....	48.3	46.4	51.9	53.3	48.2	47.7	51.4	49.9
6.....	40.6	43.0	43.8	42.6	38.8	41.9	36.6	42.6
7.....	45.3	47.3	46.0	50.9	44.4	39.0	40.6	50.0
8.....	42.0	43.1	41.4	46.8	43.3	44.7	42.0	46.1
9.....	43.1	44.2	43.0	48.7	43.9	40.2	39.0	48.0
10.....	43.3	45.8	40.0	51.1	43.2	34.2	33.6	51.2
11.....	41.0	35.3	39.2	50.5	42.0	33.7	32.3	49.3
12.....	41.7	43.2	36.4	48.7	43.9	32.9	35.0	49.1
13.....	39.4	38.3	35.4	44.9	41.6	40.1	30.5	48.1
September to November, 1927:								
14.....	40.8	39.0	38.1	48.3	42.6	37.2	31.2	48.0
15.....	37.8	36.3	31.6	45.5	37.9	38.2	31.1	40.6
16.....	40.9	38.0	33.2	48.2	42.9	43.6	35.4	45.0
17.....	34.3	26.8	26.0	46.5	40.3	40.1	34.0	42.4
18.....	37.0	29.8	27.4	48.3	42.1	43.4	33.7	50.9
19.....	38.0	35.5	29.9	47.1	43.6	48.4	37.5	46.5
20.....	37.9	34.3	29.9	46.4	43.3	42.1	39.9	48.4
21.....	38.7	37.3	31.5	47.8	44.6	46.3	42.1	47.6
22.....	41.1	46.8	37.7	48.9	48.2	54.5	50.9	51.5
23.....	36.5	36.6	28.9	47.0	46.3	53.4	48.8	51.7
24.....	38.6	41.9	31.2	45.6	46.0	53.6	43.4	51.8
25.....	40.2	44.7	33.5	43.3	48.1	53.6	51.2	48.7
26.....	36.0	44.1	36.1	36.3	41.5	44.2	43.9	42.5
December, 1927, to February, 1928:								
27.....	42.3	48.1	42.0	41.3	44.5	52.3	47.7	45.0
28.....	44.6	49.5	44.7	43.3	42.4	48.6	44.3	42.3
29.....	43.7	42.4	42.5	46.6	45.7	49.5	48.7	42.9
30.....	41.7	50.1	44.7	41.2	41.4	50.3	44.5	37.7
31.....	26.8	41.5	38.5	38.0	37.8	42.7	41.7	37.1
32.....	38.0	41.5	39.4	40.4	39.1	43.0	39.2	44.0
33.....	44.8	49.9	46.6	47.6	48.0	50.1	50.3	47.0
34.....	48.4	54.6	52.8	43.4	43.4	50.4	42.6	46.7
35.....	52.5	63.0	57.3	48.7	42.2	46.0	40.3	47.9
36.....	48.1	53.9	54.2	48.5	42.3	46.2	44.6	51.3
37.....	48.0	58.6	51.5	47.3	43.0	44.4	43.1	44.9
38.....	48.1	56.9	54.3	48.1	42.7	48.5	43.1	46.0
39.....	46.8	53.4	55.5	44.8	41.3	49.0	40.8	44.7
March to May, 1928:								
40.....	48.3	56.2	55.6	42.7	39.2	44.6	37.6	43.2
41.....	45.9	49.6	51.9	45.6	42.8	44.2	44.7	41.3
42.....	43.6	45.1	48.1	45.6	42.2	48.0	42.0	48.2
43.....	45.3	52.5	50.7	41.8	42.9	45.7	39.7	45.2
44.....	43.0	45.9	43.5	40.8	45.1	44.0	43.6	47.4
45.....	38.1	37.6	39.6	42.9	41.5	43.1	39.2	46.5
46.....	37.1	29.8	35.6	46.1	39.1	36.4	36.2	44.8
47.....	38.5	31.4	33.6	42.4	41.7	38.7	38.7	44.5
48.....	42.5	40.6	38.8	44.1	42.4	43.6	40.9	47.4
49.....	43.2	40.1	42.8	46.5	43.2	44.9	41.5	45.4
50.....	43.3	42.1	41.8	47.5	43.7	40.3	42.1	47.4
51.....	42.8	39.4	40.0	50.4	44.6	44.1	41.2	49.4
52.....	48.6	48.5	47.4	52.7	44.0	39.9	37.8	52.7
Total variation—per cent ¹	65.3	42.5	45.4	68.1	78.4	60.4	59.3	70.4
Coefficient of variation—per cent ²	9.5	17.6	19.6	6.5	5.6	11.2	12.4	6.7

¹ Minimum divided by maximum number employed during year.

² The standard deviation divided by the average number employed during the year. The standard deviation is the range about the average within which two-thirds of the observations fall.

TABLE XXII.—Index of average weekly hours worked by women employed in representative departments in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Average for 52 weeks=100

Week	Index of average weekly hours worked ¹ by women in slaughtering and meat packing							
	Sioux City				St. Paul			
	All departments	Department			All departments	Department		
		Casings, hog and sheep	Pork trim	Fresh-sausage manufacturing		Casings, hog and sheep	Pork trim	Fresh-sausage manufacturing
Average for 52 weeks.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
June to August, 1927:								
1.....	97.0	95.8	99.5	93.1	94.2	96.9	99.5	85.6
2.....	107.5	116.5	117.7	105.6	102.3	100.7	106.7	99.6
3.....	89.5	81.5	87.2	102.0	101.4	102.2	108.1	92.9
4.....	99.1	99.8	95.8	102.8	104.4	101.5	106.2	99.1
5.....	113.1	102.2	121.0	115.6	111.8	105.3	123.0	107.5
6.....	95.1	94.7	102.1	92.4	90.0	92.5	87.6	91.8
7.....	106.1	104.2	107.2	110.4	103.0	86.1	97.1	107.8
8.....	98.4	94.9	96.5	101.5	100.5	98.7	100.5	99.4
9.....	100.9	97.4	100.2	105.6	101.9	88.7	93.3	103.4
10.....	101.4	100.9	93.2	110.8	100.2	75.5	80.4	110.3
11.....	96.0	77.8	91.4	109.5	97.4	74.4	77.3	106.2
12.....	97.7	95.2	84.8	105.6	101.9	72.6	83.7	105.8
13.....	92.3	84.4	82.5	97.4	96.5	88.5	73.0	103.7
September to November, 1927:								
14.....	95.6	85.9	84.1	104.8	98.8	82.1	74.6	103.4
15.....	88.5	80.0	73.7	98.7	87.9	84.3	74.4	87.5
16.....	95.8	83.7	77.4	104.6	99.5	96.2	84.7	97.0
17.....	80.3	59.0	60.6	100.9	93.5	88.5	81.3	91.4
18.....	86.7	65.6	63.9	104.8	97.7	95.8	80.6	109.7
19.....	89.0	78.2	69.7	102.2	101.2	106.8	89.7	100.2
20.....	88.8	75.6	69.7	100.7	100.5	92.9	95.5	104.3
21.....	90.6	82.2	73.4	103.7	103.5	102.2	100.7	102.6
22.....	96.3	103.1	87.9	106.1	111.8	120.3	121.8	111.0
23.....	85.5	80.6	67.4	102.0	107.4	117.9	116.7	111.4
24.....	90.4	92.3	72.7	98.9	106.7	118.3	103.8	111.6
25.....	94.1	98.5	78.1	93.9	111.6	118.3	122.5	105.0
26.....	84.3	97.1	84.1	78.7	96.3	97.6	105.0	91.6
December, 1927, to February, 1928:								
27.....	99.1	105.9	97.9	89.6	103.2	115.5	114.1	97.0
28.....	104.4	109.0	104.2	93.9	98.4	107.3	106.0	91.2
29.....	102.3	93.4	99.1	101.1	106.0	109.3	116.5	92.5
30.....	97.7	110.4	104.2	89.4	96.1	111.0	106.5	81.2
31.....	86.2	91.4	89.7	82.4	87.7	94.3	99.8	78.0
32.....	89.0	91.4	91.8	87.6	90.7	94.9	93.8	94.8
33.....	104.9	109.9	108.6	103.3	111.4	110.6	120.3	101.3
34.....	113.3	120.3	123.1	94.1	100.7	111.3	101.9	100.6
35.....	123.0	138.8	133.6	105.6	97.9	101.5	96.4	103.2
36.....	112.6	118.7	126.3	105.2	98.1	102.0	106.7	110.6
37.....	112.4	129.1	120.0	102.6	99.8	98.0	103.1	96.8
38.....	112.6	125.3	126.6	104.3	99.1	107.1	103.1	99.1
39.....	109.6	117.6	129.4	97.2	95.8	108.2	97.6	96.3
March to May, 1928:								
40.....	113.1	123.8	129.6	92.6	91.0	98.5	90.0	93.1
41.....	107.5	109.3	121.0	98.9	99.3	97.6	106.9	89.0
42.....	102.1	99.3	112.1	98.9	97.9	106.0	100.5	103.9
43.....	106.1	115.6	118.2	90.7	99.5	100.9	95.0	97.4
44.....	100.7	101.1	101.4	88.5	104.6	97.1	104.3	102.2
45.....	89.2	82.8	92.3	93.1	96.3	95.1	93.8	100.2
46.....	86.9	65.6	83.0	100.0	90.7	80.4	86.6	96.6
47.....	90.2	69.2	78.3	92.0	96.8	85.4	92.6	95.9
48.....	99.5	89.4	90.4	95.7	98.4	96.2	97.8	102.2
49.....	101.2	88.3	99.8	100.9	100.2	99.1	99.3	97.8
50.....	101.4	92.7	97.4	103.0	101.4	89.0	100.7	102.2
51.....	100.2	86.8	93.2	109.3	103.5	97.4	98.6	106.5
52.....	113.8	106.8	110.5	114.3	102.1	88.1	90.4	113.6

¹ See Table XXI for hours.

164 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XXIII.—Average weekly earnings of women employed in representative departments in Sioux City and St. Paul, by week, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Week	Average weekly earnings of women employed in slaughtering and meat packing							
	Sioux City				St. Paul			
	All departments	Department			All departments	Department		
Casings, hog and sheep		Pork trim	Fresh-sausage manufacturing	Casings, hog and sheep		Pork trim	Fresh-sausage manufacturing	
Average for 52 weeks.....	\$16.85	\$17.67	\$19.10	\$18.16	\$16.84	\$16.50	\$17.69	\$17.65
June to August, 1927:								
1.....	16.80	17.37	19.47	17.28	15.90	15.68	16.60	15.35
2.....	18.91	21.25	24.27	19.26	17.36	16.94	19.18	17.79
3.....	15.43	15.01	17.39	18.13	17.25	16.81	19.88	16.27
4.....	16.81	18.67	18.87	18.51	17.69	16.17	19.21	17.69
5.....	19.87	18.74	24.57	21.55	19.03	16.48	23.09	18.79
6.....	16.96	17.21	21.21	17.07	15.32	14.14	16.16	15.36
7.....	18.35	18.98	21.56	20.01	17.52	12.95	18.10	18.48
8.....	16.91	16.71	18.56	18.69	17.17	16.26	19.29	17.53
9.....	17.34	17.50	19.84	19.26	17.52	14.73	17.75	18.55
10.....	17.53	17.95	18.52	20.67	17.46	13.39	15.21	19.88
11.....	16.63	14.34	17.72	21.18	16.97	13.06	14.71	19.00
12.....	16.52	16.73	16.46	19.69	17.40	12.50	16.45	19.14
13.....	15.82	15.02	16.49	18.23	16.50	15.20	14.34	18.23
September to November, 1927:								
14.....	16.46	15.52	17.19	19.61	16.76	14.68	14.13	18.34
15.....	15.15	14.15	14.75	18.52	15.25	14.48	14.34	15.90
16.....	16.05	15.56	15.05	19.37	16.57	16.12	15.03	17.67
17.....	13.94	11.23	12.39	18.87	15.52	14.70	14.25	16.32
18.....	14.65	12.88	12.29	19.03	16.38	16.21	13.88	19.92
19.....	14.79	14.88	12.64	18.34	17.09	17.69	14.84	18.39
20.....	14.86	14.68	13.05	18.09	16.89	15.07	16.60	19.62
21.....	15.19	14.84	13.57	18.67	17.39	16.27	17.92	19.18
22.....	15.94	18.44	15.77	19.03	18.87	20.00	21.23	20.92
23.....	14.31	14.01	12.80	19.03	17.88	19.20	19.90	20.23
24.....	14.67	16.17	13.36	17.49	17.64	19.05	17.56	19.64
25.....	15.35	17.07	14.35	16.41	18.79	19.23	21.62	18.62
26.....	13.83	16.93	15.33	13.77	16.17	15.07	18.03	16.77
December, 1927, to February, 1928:								
27.....	16.01	19.17	17.41	15.40	17.13	19.35	18.86	17.13
28.....	17.20	19.26	19.25	16.62	16.55	18.09	18.52	16.22
29.....	17.10	16.70	18.26	18.15	17.84	18.03	20.47	16.26
30.....	16.56	19.55	18.08	19.25	15.92	18.35	18.44	14.31
31.....	14.61	16.58	16.49	14.34	14.83	15.41	17.93	14.34
32.....	15.12	16.39	16.46	16.12	15.01	16.07	16.10	16.16
33.....	17.53	19.32	19.74	17.98	18.70	18.54	21.05	18.16
34.....	19.32	21.04	23.56	16.70	16.53	19.12	17.77	17.92
35.....	20.89	23.89	26.04	18.57	16.12	16.56	16.38	18.01
36.....	18.76	20.11	23.15	19.00	16.31	16.27	18.72	19.26
37.....	18.24	22.01	21.90	18.56	16.38	15.95	17.35	18.75
38.....	18.68	21.20	23.46	18.89	16.20	17.64	17.33	16.84
39.....	18.01	19.87	23.44	17.14	15.74	18.02	16.93	15.73
March to May, 1928:								
40.....	18.98	20.82	24.50	16.44	15.24	16.40	16.24	15.59
41.....	18.08	18.33	23.67	17.25	16.66	16.39	18.44	15.22
42.....	17.19	17.08	21.70	17.64	16.54	18.04	17.18	17.65
43.....	17.73	19.77	22.72	16.23	16.48	16.74	16.31	16.37
44.....	16.64	17.60	19.20	15.95	17.64	16.40	17.76	17.55
45.....	14.95	15.21	17.53	15.86	16.55	16.06	16.34	16.99
46.....	14.57	11.77	15.80	17.73	15.56	13.11	15.05	16.69
47.....	15.23	12.35	16.06	16.51	16.58	14.17	16.65	16.47
48.....	16.41	15.78	17.16	17.36	16.91	15.76	17.59	17.94
49.....	16.87	15.73	18.81	17.98	17.13	16.19	18.62	17.18
50.....	16.71	16.11	18.42	18.91	17.20	13.92	17.74	18.07
51.....	16.33	15.22	16.73	20.57	17.70	16.81	17.23	19.10
52.....	19.11	18.68	21.73	21.02	17.49	14.45	16.32	20.73
Total variation—per cent ¹	66.2	47.0	47.2	63.9	77.9	62.5	60.1	68.4
Coefficient of variation—per cent ²	9.7	15.5	19.6	9.1	5.8	11.2	11.5	7.7

¹ Minimum divided by maximum number employed during year.

² The standard deviation divided by the average number employed during the year. The standard deviation is the range about the average within which two-thirds of the observations fall.

TABLE XXIV.—Index of average weekly earnings of women employed in representative departments in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]
Average for 52 weeks=100

Week	Index of average weekly earnings of women ¹ employed in slaughtering and meat packing							
	Sioux City				St. Paul			
	All departments	Department			All departments	Department		
Casings, hog and sheep		Pork trim	Fresh-sausage manufacturing	Casings, hog and sheep		Pork trim	Fresh-sausage manufacturing	
Average for 52 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
June to August, 1927:								
1	99.7	98.3	101.9	95.2	94.4	95.0	93.8	87.0
2	112.2	120.3	127.1	106.1	103.1	102.7	108.4	100.8
3	91.6	84.9	91.0	99.8	102.4	101.9	112.4	92.2
4	99.8	105.7	98.8	101.9	105.0	98.0	108.6	100.2
5	117.9	106.1	128.6	118.7	113.0	99.9	130.5	106.5
6	100.7	97.4	111.0	94.0	91.0	85.7	91.4	87.0
7	108.9	107.4	112.9	110.2	104.0	78.5	102.3	104.7
8	100.4	94.6	97.2	102.9	102.0	98.5	109.0	99.3
9	102.9	99.0	108.9	106.1	104.0	89.3	100.3	105.1
10	104.0	101.6	97.0	113.8	103.7	81.2	86.0	112.6
11	98.7	81.2	92.8	116.6	100.8	79.2	83.2	107.6
12	98.0	94.7	86.2	108.4	103.3	75.8	93.0	108.4
13	93.9	85.0	86.3	100.4	98.0	92.1	81.1	103.3
September to November, 1927:								
14	97.7	87.8	90.0	108.0	99.5	89.0	79.9	103.9
15	89.9	80.1	77.2	102.0	90.6	87.8	81.1	90.1
16	95.3	88.1	78.8	106.7	98.4	97.7	85.0	100.1
17	82.7	63.6	64.9	103.9	92.2	89.1	80.6	92.5
18	86.9	72.9	64.3	104.8	97.3	98.2	78.5	112.9
19	87.8	84.2	66.2	101.0	101.5	107.2	83.9	104.2
20	88.2	83.1	68.3	99.6	100.3	91.3	93.8	111.2
21	90.1	84.0	71.0	102.8	103.3	98.6	101.3	108.7
22	94.6	104.4	82.6	104.8	112.1	121.2	120.0	118.5
23	84.9	79.3	67.0	104.8	106.2	116.4	112.5	114.6
24	87.1	91.5	69.9	96.3	104.8	115.5	99.3	111.3
25	91.1	96.6	75.1	90.4	111.6	116.5	122.2	105.5
26	82.1	95.8	80.3	75.8	96.0	91.3	101.9	95.0
December, 1927, to February, 1928:								
27	95.0	108.5	91.2	84.8	101.7	117.3	106.6	97.1
28	102.1	109.0	100.8	91.5	98.3	109.6	104.7	91.9
29	101.5	94.5	95.6	99.9	105.9	109.3	115.7	92.1
30	98.3	110.6	94.7	106.0	94.5	111.2	104.2	81.1
31	86.7	93.8	86.3	79.0	88.1	93.4	101.4	81.2
32	89.7	92.8	86.2	88.8	89.1	97.4	91.0	91.6
33	104.0	109.3	103.4	99.0	111.0	112.4	119.0	102.9
34	114.7	119.1	123.4	92.0	98.2	115.9	100.5	101.5
35	124.0	135.2	136.3	102.3	95.7	100.4	92.6	102.0
36	111.3	113.8	121.2	104.6	96.9	98.6	105.8	109.1
37	108.2	124.6	114.7	102.2	97.3	96.7	98.1	106.2
38	110.9	120.0	122.8	104.0	96.2	106.9	98.0	95.4
39	106.9	112.5	122.7	94.4	93.5	109.2	95.7	89.1
March to May, 1928:								
40	112.6	117.8	128.3	90.5	90.5	99.4	91.8	88.3
41	107.3	103.7	123.9	95.0	98.9	99.3	104.2	86.2
42	102.0	96.7	113.6	97.1	98.2	109.3	97.1	100.0
43	105.2	111.9	119.0	83.4	97.9	101.5	92.2	92.7
44	98.8	99.6	100.5	87.8	104.8	99.4	100.4	99.4
45	88.7	86.1	91.8	87.3	98.3	97.3	92.4	96.3
46	86.5	66.6	82.7	97.6	92.4	79.5	85.1	94.0
47	90.4	69.9	84.1	90.9	98.5	85.9	94.1	93.3
48	97.4	89.3	89.8	95.6	100.4	95.5	99.4	101.6
49	100.1	89.0	98.5	99.0	101.7	98.1	105.3	97.3
50	99.2	91.2	96.4	104.1	102.1	84.4	100.3	102.4
51	96.9	86.1	87.6	113.3	105.1	101.9	97.4	108.2
52	113.4	105.7	113.8	115.7	103.9	87.6	92.3	117.5

¹ See table XXIII for amounts.

166 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XXV.—Number of lay-offs and other breaks in employment of all women employed during year in specified departments in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Number of breaks in employment with cause reported	Sioux City					St. Paul		
	Women employed in slaughtering and meat packing	Breaks in employment with cause reported			Women employed in slaughtering and meat packing	Breaks in employment with cause reported		
		Total	Lay-offs	Other		Total	Lay-offs	Other
ALL DEPARTMENTS								
Total	734				984			
Total reported—Number	554	809	426	383	629	782	369	413
Per cent		100.0	52.7	47.3		100.0	47.2	52.8
1	374	374	166	208	515	515	214	301
2	122	244	128	116	85	170	99	71
3	46	138	98	40	23	69	40	29
4	9	36	21	15	2	8	4	4
5	2	10	6	4	4	20	12	8
7	1	7	7					
KILL								
Total	110				29			
Total reported—Number	99	149	74	75	22	31	16	15
Per cent		100.0	49.7	50.3		(1)	(1)	(1)
1	64	64	25	39	16	16	8	8
2	26	52	25	27	4	8	5	3
3	6	18	13	5	1	3	3	
4	2	8	4	4	1	4		4
7	1	7	7					
OFFAL								
Total	76				167			
Total reported—Number	54	88	50	38	111	137	70	67
Per cent		100.0	56.8	43.2		100.0	51.1	48.9
1	34	34	15	19	88	88	42	46
2	12	24	19	5	20	40	25	15
3	3	9	5	4	3	9	3	6
4	4	16	7	9				
5	1	5	4	1				
CASINGS (BEEF, HOG, AND SHEEP)								
Total	96				81			
Total reported—Number	79	131	62	69	51	66	24	42
Per cent		100.0	47.3	52.7		100.0	36.4	63.6
1	42	42	15	27	43	43	14	29
2	25	50	22	28	3	6	3	3
3	10	30	19	11	4	12	4	8
4	1	4	4					
5	1	5	2	3	1	5	3	2
PORK TRIM								
Total	176				171			
Total reported—Number	130	184	121	63	134	160	60	100
Per cent		100.0	65.8	34.2		100.0	37.5	62.5
1	91	91	55	36	114	114	41	73
2	25	50	28	22	14	28	11	17
3	13	39	34	5	6	18	8	10
4	1	4	4					

¹ Per cent not computed; base less than 50.

TABLE XXV.—Number of lay-offs and other breaks in employment of all women employed during year in specified departments in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive—Continued

[Source: Year's pay rolls]

Number of breaks in employment with cause reported	Sioux City				St. Paul			
	Women employed in slaughtering and meat packing	Breaks in employment with cause reported			Women employed in slaughtering and meat packing	Breaks in employment with cause reported		
		Total	Lay-offs	Other		Total	Lay-offs	Other
SAUSAGE CASINGS								
Total					64			
Total reported—Number					24	26	8	18
Per cent					(1)	(1)	(1)	
1					22	22	6	16
2					2	4	2	2
SAUSAGE MANUFACTURING								
Total	59				177			
Total reported—Number	29	35	10	25	94	116	50	66
Per cent		(1)	(1)	(1)		100.0	43.1	56.9
1	24	24	7	17	78	78	31	47
2	4	8	3	5	12	24	11	13
3	1	3		3	3	9	5	4
5					1	5	3	2
SMOKED MEAT (OTHER THAN SLICED BACON)								
Total	60				42			
Total reported—Number	53	69	44	25	24	31	13	18
Per cent		100.0	63.8	36.2		(1)	(1)	(1)
1	41	41	23	18	18	18	5	13
2	8	16	12	4	5	10	6	4
3	4	12	9	3	1	3	2	1
SLICED BACON								
Total	35				100			
Total reported—Number	24	33	12	21	63	76	39	37
Per cent		(1)	(1)	(1)		100.0	51.3	48.7
1	17	17	7	10	53	53	21	32
2	5	10	5	5	7	14	9	5
3	2	6		6	3	9	9	
LARD, BUTTER, BUTTERINE, AND CHEESE								
Total	33				96			
Total reported—Number	27	38	18	20	81	112	78	34
Per cent		(1)	(1)	(1)		100.0	69.6	30.4
1	17	17	7	10	60	60	38	22
2	9	18	10	8	16	32	24	8
3	1	3	1	2	2	6	6	
4					1	4	4	
5					2	10	6	4
OTHER								
Total	89				57			
Total reported—Number	59	82	35	47	25	27	11	16
Per cent		100.0	42.7	57.3		(1)	(1)	(1)
1	44	44	12	32	23	23	8	15
2	8	16	4	12	2	4	3	1
3	6	18	17	1				
4	1	4	2	2				

1 Per cent not computed; base less than 50.

168 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XXVI.—Number of breaks in employment of women employed during year in selected departments in East St. Louis and Omaha, June, 1927, to May, 1928, inclusive

[Source: Year's record ¹]

Department	739 women employed in slaughtering and meat packing during year						
	Total	With number of breaks in employment reported					No breaks reported
		Total reported	1	2	3	More than 3	
EAST ST. LOUIS							
Total—Number	234	186	129	39	13	5	48
Per cent		100.0	69.4	21.0	7.0	2.7	
Pork trim	51	49	29	9	8	3	2
Sausage casings	27	25	12	9	3	1	2
Sausage manufacturing	68	49	34	13	2		19
Sausage pack	28	20	19	1			8
Sliced bacon	60	43	35	7		1	17
OMAHA							
Total—Number	505	392	286	65	18	23	113
Per cent		100.0	73.0	16.6	4.6	5.9	
Pork trim	73	67	42	9	3	13	6
Sausage manufacturing	122	84	69	10	3	2	38
Sausage pack	32	19	11	6	2		13
Sliced bacon	104	80	50	16	9	5	24
Other ²	174	142	114	24	1	3	32

¹ Employment record only.

² Includes 61 women in beef, hog, and sheep casings; 45 in kill and offal; 29 in offal cooler; 5 in glue; 20 in lard; 14 in smoked meat.

TABLE XXVII.—Duration of breaks in employment of women employed during year in selected departments in East St. Louis and Omaha, June, 1927, to May, 1928, inclusive

[Source: Year's record ¹]

Department	849 breaks in employment during year of 739 women employed in slaughtering and meat packing						
	Total	Duration of breaks in employment reported					
		1 week	More than 1 and less than 4 weeks	4 and less than 12 weeks	12 and less than 24 weeks	24 and less than 36 weeks	36 weeks and longer
EAST ST. LOUIS							
Total—Number	271	110	26	35	38	24	38
Per cent.....	100.0	40.6	9.6	12.9	14.0	8.9	14.0
Pork trim.....	84	49	3	14	10	1	7
Sausage casings.....	47	27	9	—	—	3	8
Sausage manufacturing.....	66	26	8	4	10	11	7
Sausage pack.....	21	4	2	1	6	5	3
Sliced bacon.....	53	4	4	16	12	4	13
OMAHA							
Total—Number	578	176	55	123	71	55	98
Per cent.....	100.0	30.4	9.5	21.3	12.3	9.5	17.0
Pork trim.....	134	69	7	32	9	4	13
Sausage manufacturing.....	106	25	7	16	9	18	31
Sausage pack.....	29	8	3	7	4	6	1
Sliced bacon.....	131	48	17	23	13	10	20
Other ²	178	26	21	45	36	17	33

¹ Employment record only.² See note to Table XXVI.

170 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XXVIII.—Duration of lay-offs and other breaks in employment during year of all and of new women employees in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Duration of breaks in employment	Sioux City					St. Paul				
	Women		Number of breaks in employment with cause reported			Women		Number of breaks in employment with cause reported		
	Total	With cause of break reported	Total	Lay-offs	Other	Total	With cause of break reported	Total	Lay-offs	Other
ALL EMPLOYEES										
Total.....	734					984				
With no breaks.....	134					155				
With breaks.....	600	1554	809	426	383	829	1629	782	369	413
Less than 1 week.....		43	46	40	6		45	48	23	25
1 and less than 2 weeks.....		90	101	69	32		64	73	46	27
2 and less than 4 weeks.....		83	90	46	44		55	63	36	27
4 and less than 9 weeks.....		133	145	84	61		88	92	49	43
9 and less than 14 weeks.....		86	88	39	49		106	111	75	36
14 and less than 27 weeks.....		157	174	73	101		166	168	69	99
27 and less than 40 weeks.....		72	72	33	39		139	139	39	100
40 weeks and longer.....		93	93	42	51		88	88	32	56
NEW EMPLOYEES²										
Total.....	295					403				
With no breaks.....	31					42				
With breaks.....	264	1260	353	209	144	361	1326	398	222	176
Less than 1 week.....		25	25	25			16	17	10	7
1 and less than 2 weeks.....		33	41	34	7		33	39	36	3
2 and less than 4 weeks.....		27	29	20	9		33	37	22	15
4 and less than 9 weeks.....		61	64	39	25		40	41	27	14
9 and less than 14 weeks.....		45	46	23	23		46	46	35	11
14 and less than 27 weeks.....		83	89	38	51		110	111	55	56
27 and less than 40 weeks.....		26	26	12	14		77	77	24	53
40 weeks and longer.....		33	33	18	15		30	30	13	17

¹ Details do not total, as women had breaks of different duration.

² Those hired for the first time during the year.

TABLE XXIX.—Percentage distribution¹ by duration of lay-offs and other breaks in employment of all and of new women employees in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Duration of breaks in employment	Sioux City				St. Paul			
	Per cent of women with cause of break reported	Per cent duration of breaks in employment			Per cent of women with cause of break reported	Per cent duration of breaks in employment		
		Cause reported				Cause reported		
		Total	Lay-offs	Other		Total	Lay-offs	Other
ALL EMPLOYEES								
Total.....	² 100.0	100.0	100.0	100.0	² 100.0	100.0	100.0	100.0
Less than 1 week.....	7.8	5.7	9.4	1.6	7.2	6.1	6.2	6.1
1 and less than 2 weeks.....	16.2	12.5	16.2	8.4	10.2	9.3	12.5	6.5
2 and less than 4 weeks.....	15.0	11.1	10.8	11.5	8.7	8.1	9.8	6.5
4 and less than 9 weeks.....	24.0	17.9	19.7	15.9	14.0	11.8	13.3	10.4
9 and less than 14 weeks.....	15.5	10.9	9.2	12.8	16.9	14.2	20.3	8.7
14 and less than 27 weeks.....	28.3	21.5	17.1	26.4	26.4	21.5	18.7	24.0
27 and less than 40 weeks.....	13.0	8.9	7.7	10.2	22.1	17.8	10.6	24.2
40 weeks and longer.....	16.8	11.5	9.9	13.3	14.0	11.3	8.7	13.6
NEW EMPLOYEES ³								
Total.....	² 100.0	100.0	100.0	100.0	² 100.0	100.0	100.0	100.0
Less than 1 week.....	9.6	7.1	12.0	-----	4.9	4.3	4.5	4.0
1 and less than 2 weeks.....	12.7	11.6	16.3	4.9	10.1	9.8	16.2	1.7
2 and less than 4 weeks.....	10.4	8.2	9.6	6.2	10.1	9.3	9.9	8.5
4 and less than 9 weeks.....	23.5	18.1	18.7	17.4	12.3	10.3	12.2	8.0
9 and less than 14 weeks.....	17.3	13.0	11.0	16.0	14.1	11.6	15.8	6.2
14 and less than 27 weeks.....	31.9	25.2	18.2	35.4	33.7	27.9	24.8	31.8
27 and less than 40 weeks.....	10.0	7.4	5.7	9.7	23.6	19.3	10.8	30.1
40 weeks and longer.....	12.7	9.3	8.6	10.4	9.2	7.5	5.9	9.7

¹ See Table XXVIII for numbers.

² Details do not total, as women had breaks of different duration.

³ Those hired for the first time during the year.

TABLE XXXI.—Number of lay-offs during past year as reported by 159 women

[Source: Home visits]

Department	Women employed in slaughtering and meat packing						
	Laid off during past year						
	Total	With number of lay-offs reported					Not reporting number
Total reporting		1 and 2	3 and 4	5 and 6	7 and more		
Total—Number.....	159	157	124	21	11	1	2
Per cent.....		100.0	79.0	13.4	7.0	0.6	
Kill.....	10	10	5	5			
Offal.....	13	12	9	2		1	1
Casings (beef, hog, and sheep).....	15	15	9	3	3		
Pork trim.....	27	27	22	4	1		
Sausage casings.....	10	10	8	1	1		
Sausage manufacturing.....	22	21	19	1	1		1
Smoked meat (other than sliced bacon).....	9	9	6	1	2		
Sliced bacon.....	38	38	32	4	2		
Other.....	15	15	14		1		

TABLE XXXII.—Duration of lay-offs during past year as reported by 159 women

[Source: Home visits]

Department	308 lay-offs reported by 159 women employed in slaughtering and meat packing								
	Total	Duration of absence following lay-off						Duration not reported	
		Total reported	Less than 6 days	6 and less than 12 days (or 2 weeks)	12 and less than 24 days (or 1 month)	1 and less than 2 months	2 and less than 4 months		4 months and longer
Total—Number.....	308	284	38	67	52	55	46	126	24
Per cent.....		100.0	13.4	23.6	18.3	19.4	16.2	9.2	
Kill.....	24	17	2	1	5	5	2	2	7
Offal.....	² 29	26	3	2	6	4	7	4	3
Casings (beef, hog, and sheep).....	36	34	6	7	8	9	3	1	2
Pork trim.....	51	48	4	14	8	9	9	4	3
Sausage casings.....	20	20	4	6	6	3	1		
Sausage manufacturing.....	² 33	30	3	13	4	2	6	2	3
Smoked meat (other than sliced bacon).....	23	21	4	5	2	6	4		2
Sliced bacon.....	68	65	12	15	7	15	9	7	3
Other.....	24	23		4	6	2	5	6	1

¹ The longest period was 10 months, for 1 woman in "sliced bacon" and 1 in "other."
² Excludes those for 1 woman for whom number of lay-offs was not reported.

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TABLE XXXIII.—Procedures in relation to lay-offs during past year as reported by 125 women

[Source: Home visits]

Department	Women reporting lay-offs		Procedures in relation to lay-offs reported by 125 women employed in slaughtering and meat packing									Not reported
	Total	Reporting procedure	Total	Procedures reported							Avoided indefinite lay-off by members of gang taking turns at voluntary absence from work	
				Total reported	Sent for by firm or told to return	Got new job or did temporary work	Tried but could get no work	Did not try for other work	Went to employment office and were taken on again ¹			
Total.....	159	125	211	163	56	23	15	33	25	11	48	
Kill.....	10	6	13	8	3	1		3	1		5	
Offal.....	13	12	17	15	6	3		4	1	1	2	
Casings (beef, hog, and sheep).....	15	10	23	15	7	2	1	3	2		8	
Pork trim.....	27	22	35	27	10	3	2	7	2	3	8	
Sausage casings.....	10	7	12	8	2			4	2		4	
Sausage manufacturing.....	22	19	29	25	6	2		3	6	7	4	
Smoked meat (other than sliced bacon).....	9	5	10	5			1	2	2		5	
Sliced bacon.....	38	32	53	45	18	7	8	4	8		8	
Other.....	15	12	19	15	4	5	2	3	1		4	

¹ Sometimes this occurred shortly after the lay-off, sometimes at a period considerably later and after repeated visits to the office.

TABLE XXXIV.—Over-all employment with present or last firm as reported by 159 women

[Source: Home visits]

Department	159 women employed in slaughtering and meat packing laid off during past year							Not reporting over-all
	Total	Over-all employment reported						
		Total reporting	Less than 1 year	1 and less than 5 years	5 and less than 10 years	10 years and longer		
Total—Number.....	159	154	18	81	39	16	5	
Per cent.....		100.0	11.7	52.6	25.3	10.4		
Kill.....	10	10	1	2	6	1		
Offal.....	13	11	2	3	4	2	2	
Casings (beef, hog, and sheep).....	15	15	1	11	3			
Pork trim.....	27	27	1	9	9	8		
Sausage casings.....	10	10		7	3			
Sausage manufacturing.....	22	22	3	11	7	1		
Smoked meat (other than sliced bacon).....	9	9		8		1		
Sliced bacon.....	38	36	9	22	3	2	2	
Other.....	15	14	1	8	4	1	1	

¹ 1 woman, in "pork trim," had worked 23 years with the firm; and 3 women, 1 each in "offal," "sausage manufacturing," and "other," had worked 15 years.

TABLE XXXV.—Age of 159 women laid off during past year

[Source: Home visits]

Department	159 women employed in slaughtering and meat packing				
	Total	17 and under 20 years	20 and under 30 years	30 and under 40 years	40 years and over
Total—Number.....	159	35	50	57	17
Per cent.....	100.0	22.0	31.4	35.8	10.7
Kill.....	10		5	5	
Offal.....	13	1	4	6	2
Casings (beef, hog, and sheep).....	15	2	5	6	2
Pork trim.....	27	1	5	15	6
Sausage casings.....	10	3	4	3	
Sausage manufacturing.....	22	5	5	7	5
Smoked meat (other than sliced bacon).....	9	2	4	3	
Sliced bacon.....	38	18	15	5	
Other.....	15	3	3	7	2

¹ 1 woman in "offal" was 54, and 1 in "pork trim" was 45.

TABLE XXXVI.—Number of new women employees with breaks in employment during year and duration of employment prior to first break, Sioux City, St. Paul, and Ottumwa, June, 1927, to May, 1928, inclusive

[Source: Year's pay rolls]

Duration of employment prior to first break	New women employees with breaks in employment reported							
	Total	1 break	2 breaks	3 breaks	4 breaks	5 breaks	6 breaks	7 breaks
Total.....	661	506	116	28	5	4	1	1
Less than 2 weeks.....	148	110	28	6	1	2		1
2 and less than 4 weeks.....	198	154	32	10		2		
4 and less than 8 weeks.....	134	97	28	5	3		1	
8 and less than 12 weeks.....	77	56	16	4	1			
12 and less than 24 weeks.....	80	68	9	3				
24 weeks and longer.....	24	21	3					

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TABLE XXXVII.—*Number and cause of breaks in employment during year and duration of employment prior to first break for all new women employees in Sioux City, St. Paul, and Ottumwa, June, 1927, to May, 1928, inclusive*

[Source: Year's pay rolls]

Duration of employment prior to first break	875 breaks in employment of 661 new women employees				
	Total breaks	Cause reported			Cause not reported
		Total reported	Lay-offs	Other	
BREAKS OF ALL WOMEN DURING YEAR					
Total.....	875	786	449	337	89
Less than 2 weeks.....	205	192	90	102	13
2 and less than 4 weeks.....	258	236	143	93	22
4 and less than 8 weeks.....	186	169	106	63	17
8 and less than 12 weeks.....	104	90	53	37	14
12 and less than 24 weeks.....	95	83	48	35	12
24 weeks and longer.....	27	16	9	7	11
ONE BREAK DURING YEAR					
Total.....	506	472	238	234	34
Less than 2 weeks.....	110	103	28	75	7
2 and less than 4 weeks.....	154	148	84	64	6
4 and less than 8 weeks.....	97	93	54	39	4
8 and less than 12 weeks.....	56	53	28	25	3
12 and less than 24 weeks.....	68	61	35	26	7
24 weeks and longer.....	21	14	9	5	7
TWO BREAKS DURING YEAR					
Total.....	232	197	118	79	35
Less than 2 weeks.....	56	53	35	18	3
2 and less than 4 weeks.....	64	56	36	20	8
4 and less than 8 weeks.....	56	46	27	19	10
8 and less than 12 weeks.....	32	25	14	11	7
12 and less than 24 weeks.....	18	15	6	9	3
24 weeks and longer.....	6	2	-----	2	4
THREE BREAKS DURING YEAR					
Total.....	84	71	61	10	13
Less than 2 weeks.....	18	16	14	2	2
2 and less than 4 weeks.....	30	24	19	5	6
4 and less than 8 weeks.....	15	15	13	2	-----
8 and less than 12 weeks.....	12	9	8	1	3
12 and less than 24 weeks.....	9	7	7	-----	2
FOUR BREAKS DURING YEAR					
Total.....	20	16	13	3	4
Less than 2 weeks.....	4	3	3	-----	1
2 and less than 4 weeks.....	-----	-----	-----	-----	-----
4 and less than 8 weeks.....	12	10	7	3	2
8 and less than 12 weeks.....	4	3	3	-----	1

TABLE XXXVII.—*Number and cause of breaks in employment during year and duration of employment prior to first break for all new women employees in Sioux City, St. Paul, and Ottumwa, June, 1927, to May, 1928, inclusive—Continued*

Duration of employment prior to first break	875 breaks in employment of 661 new women employees—Continued				
	Total breaks	Cause reported			Cause not reported
		Total reported	Lay-offs	Other	
FIVE BREAKS DURING YEAR					
Total.....	20	18	7	11	2
Less than 2 weeks.....	10	10	3	7	2
2 and less than 4 weeks.....	10	8	4	4	2
SIX BREAKS DURING YEAR					
Total—4 and less than 8 weeks.....	6	5	5	-----	1
SEVEN BREAKS DURING YEAR					
Total—Less than 2 weeks.....	7	7	7	-----	-----

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TABLE XXXVIII.—*Employment status and breaks in employment of all women*

[Source: Year's

Employment status and breaks in employment	Women employed in slaughtering and meat packing												
	Sioux City												
	Total		Department										
	Number	Per cent	Kill	Offal	Casings		Pork trim	Sausage		Smoked meat (other than sliced bacon)	Sliced bacon	Lard, butter, butter-line, and cheese	Other
		Beef			Hog and sheep	Manufacturing, fresh		Pack, fresh, dry, and kind not reported					
Total.....	734		110	76	24	72	176	59	32	60	35	33	57
New employees (hired for first time during year).....	295	100.0	46	19	7	31	51	14	17	32	21	18	39
No break.....	31	10.5		4		2	1	2	5	1	6	2	8
With breaks.....	264	89.5	46	15	7	29	50	12	12	31	15	16	31
During year.....	26	8.8		2		5	4		5	2	2	2	4
At end of year.....	180	61.0	37	8	4	16	35	10	6	25	10	11	18
During and at end of year.....	58	19.7	9	5	3	8	11	2	1	4	3	3	9
Old employees called "new" (not on books for 6 weeks or more prior to pay roll on which name first appears in 12 months studied).....	128	100.0	22	17	4	12	36	4	4	10	5	8	6
No break.....	21	16.4	3	2	1		8	1	3		2	1	
With breaks.....	107	83.6	19	15	3	12	28	3	1	10	3	7	6
During year.....	18	14.1	1			1	6	2	1	3		3	1
At end of year.....	59	46.1	12	11	1	5	16	1		3	3	3	4
During and at end of year.....	30	23.4	6	4	2	6	6			4	3	1	1
Old employees.....	311	100.0	42	40	13	29	89	41	11	18	9	7	12
No break.....	82	26.4	6	8	4	6	19	22	4	4	2	3	4
With breaks.....	229	73.6	36	32	9	23	70	19	7	14	7	4	8
At beginning of year only.....	1	.3		1									
During year.....	88	28.3	8	16	5	2	32	10	3	6	3	1	2
At end of year.....	57	18.3	11	6	3	8	9	5	3	5	3	1	3
At beginning and end of year.....	10	3.2	3		1		1	1		1			3
At beginning and during year.....	4	1.3				1	1	1				1	
During and at end of year.....	59	19.0	11	8		12	22	2	1	2	1		
At beginning, during, and at end of year.....	10	3.2	3	1			5					1	

employed during year in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive pay rolls]

Women employed in slaughtering and meat packing—continued																
St. Paul																
Total		Department														
Number	Per cent	Kill	Offal	Casings		Pork trim	Casings, fresh, dry, and kind not reported	Sausage			Smoked meat (other than sliced bacon)	Sliced bacon	Lard, butter, tallow, and cheese	Other		
				Beef	Hog and sheep			Manufacturing								
								Fresh	Dry	Kind not reported						
984	-----	29	167	21	60	171	64	87	40	50	37	42	100	96	20	
403	100.0	18.	66	7	29	71	14	26	8	21	5	13	47	71	7	
42	10.4	2	7	-----	5	-----	3	10	2	-----	2	2	3	6	2	
361	89.6	16	59	7	24	71	11	16	6	21	5	11	44	65	5	
50	12.4	1	2	1	5	8	4	8	2	-----	2	5	5	6	1	
254	63.0	12	44	6	17	52	6	5	4	19	3	6	36	42	2	
57	14.1	3	13	-----	2	11	1	3	-----	2	-----	-----	3	17	2	
188	100.0	2	48	5	16	33	12	19	8	2	3	7	21	9	3	
28	14.9	-----	4	1	-----	5	3	9	4	-----	1	-----	1	-----	-----	
160	85.1	2	44	4	16	28	9	10	4	2	2	7	20	9	3	
26	13.8	-----	3	-----	1	6	2	6	1	-----	2	1	3	1	-----	
107	56.9	-----	31	4	12	18	6	4	3	2	-----	5	14	5	3	
27	14.4	2	10	-----	3	4	1	-----	-----	-----	1	-----	3	3	-----	
393	100.0	9	53	9	15	67	38	42	24	27	29	22	32	16	10	
85	21.6	3	6	4	3	8	13	18	4	-----	11	5	8	1	1	
308	78.4	6	47	5	12	59	25	24	20	27	18	17	24	15	9	
128	32.6	-----	15	2	6	29	13	19	4	1	9	5	13	7	5	
90	22.9	3	16	2	2	10	7	5	9	14	4	6	4	4	4	
7	1.8	-----	-----	-----	-----	1	1	-----	1	-----	1	2	-----	1	-----	
4	1.0	-----	-----	-----	-----	3	-----	-----	-----	-----	1	-----	-----	-----	-----	
75	19.1	3	16	1	3	16	4	-----	6	10	3	4	7	2	-----	
4	1.0	-----	-----	-----	1	-----	-----	-----	-----	2	-----	-----	-----	1	-----	

TABLE XXXIX.—*Bonus, guaranteed pay, and vacation by over-all employment during year in Sioux City and St. Paul, June, 1927, to May, 1928, inclusive*

[Source: Year's pay rolls]

Duration of bonus, guaranteed pay, and vacation	Sioux City										St. Paul									
	Women employed in slaughtering and meat packing										Women employed in slaughtering and meat packing									
	Over-all employment reported										Over-all employment reported									
	Total		Less than 44 weeks	44 weeks and longer							Total		Less than 44 weeks	44 weeks and longer						
	Number	Per cent		Total	44 and less than 46 weeks	46 and less than 48 weeks	48 and less than 50 weeks	50 weeks	51 weeks	52 weeks	Number	Per cent		Total	44 and less than 46 weeks	46 and less than 48 weeks	48 and less than 50 weeks	50 weeks	51 weeks	52 weeks
BONUS																				
Total number affected.....	282	100.0	212	70	3	7	15	13	11	21	798	100.0	603	195	24	16	29	27	56	43
No bonus received.....	64	22.7	62	2				1		1	155	19.4	155							
Bonus received—Number.....	218	77.3	150	68	3	7	15	12	11	20	643	80.6	448	195	24	16	29	27	56	43
Per cent.....	100.0		68.8	31.2							100.0		69.7	30.3						
1 and less than 12 weeks.....	95	33.7	87	8		1	2			3	266	33.3	263	3			1		1	1
12 and less than 24 weeks.....	39	13.8	32	7		1	1			4	108	13.5	100	8	6				1	1
24 and less than 36 weeks.....	30	10.6	23	7	1	2	1			1	76	9.5	52	24	5	3	4	4	5	3
36 and less than 44 weeks.....	14	5.0	8	6	1	1	2		2		51	6.4	33	18	6	2	4		3	3
44 and less than 48 weeks.....	8	2.8		8	1	2	1			2	31	3.9		31	7	11	3	1	6	3
48 and less than 52 weeks.....	23	8.2		23			8			2	91	11.4		91			17	21	35	18
52 weeks.....	9	3.2		9				1		8	20	2.5		20			1	5	14	14

GUARANTEED PAY

Total number affected.....	734	100.0	577	157	10	12	24	24	30	57	984	100.0	757	227	29	17	30	28	64	59
No guaranteed pay received.....	555	75.6	473	82	4	5	12	9	15	37	798	81.1	619	179	21	15	23	23	52	45
Guaranteed pay received—Number.....	179	24.4	104	75	6	7	12	15	15	20	186	18.9	138	48	8	2	7	5	12	14
Per cent.....	100.0		58.1	41.9							100.0		74.2	25.8						
1 week.....	64	8.7	44	20	3	1	2	4	8	63	6.4	53	10	2			4	3	1	
2 weeks.....	30	4.1	24	6		1	3	2	2	23	2.3	17	6	1					2	3
3 weeks.....	23	3.1	15	8	1	1	2	1	3	17	1.7	17								
4 and less than 7 weeks.....	36	4.9	18	18	1	2	2	5	6	35	3.6	28	7	2	1				3	1
7 and less than 11 weeks.....	18	2.5	3	15	1	1	2	5	5	1	28	2.8	14	14	2		2	1	3	6
11 and less than 14 weeks.....	8	1.1		8		1	1	3	1	2	20	2.0	9	11	1	1	1	1	3	4

VACATION WITH PAY

Total number affected.....	734	100.0	577	157	10	12	24	24	30	57	798	100.0	603	195	24	16	29	27	56	43
No vacation received.....	679	92.5	570	109	10	9	14	11	8	57	724	90.7	581	143	19	15	19	19	28	43
Vacation received—Number.....	55	7.5	7	48		3	10	13	22		74	9.3	22	52	5	1	10	8	28	
Per cent.....	100.0		12.7	87.3							100.0		29.7	70.3						
1 week.....	47	6.4	7	40		2	7	9	22		73	9.1	22	51	5	1	9	8	28	
2 weeks.....	8	1.1		8		1	3	4			1	.1		1			1			

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TABLE XL.—Number of rooms and number of persons in household by nativity and race of interviewed woman, in eight cities

[Source: Home visits]

Number of persons in household ²	Households of 897 ¹ women employed in slaughtering and meat packing									
	Total	Number of rooms reported								Number of rooms not reported
		Total reported	1	2	3	4	5	6	7 to 10 inclusive	
TOTAL										
Total.....	852	776	27	62	102	278	174	89	44	76
Total reported.....	847	772	27	61	102	276	173	89	44	75
1.....	73	35	17	10	4	2	1	1	-----	38
2.....	165	150	8	30	39	48	22	2	1	15
3.....	134	130	2	11	19	62	27	6	3	4
4.....	133	132	-----	4	11	62	32	15	8	6
5.....	106	105	-----	3	8	45	31	13	5	1
6.....	102	96	-----	1	11	30	30	21	3	6
7.....	42	40	-----	2	3	10	15	6	4	2
8.....	42	41	-----	-----	6	11	3	13	8	1
9.....	23	22	-----	-----	-----	2	8	7	5	1
10 to 13 inclusive.....	22	21	-----	-----	1	4	4	5	7	1
Not reported.....	5	4	-----	1	-----	2	1	-----	-----	1
NATIVE WHITE										
Total.....	270	237	5	14	41	73	53	33	18	33
Total reported.....	269	236	5	14	41	72	53	33	18	33
1.....	23	6	2	1	2	1	-----	-----	-----	17
2.....	50	43	2	9	11	14	6	1	-----	7
3.....	36	34	1	2	9	12	7	2	1	2
4.....	37	34	-----	2	4	11	10	6	1	3
5.....	24	24	-----	-----	2	13	4	3	2	-----
6.....	37	35	-----	-----	8	8	10	8	1	2
7.....	12	12	-----	-----	-----	3	5	2	2	-----
8.....	20	19	-----	-----	4	5	2	4	4	1
9.....	12	12	-----	-----	-----	1	6	3	2	-----
10 to 13 inclusive.....	18	17	-----	-----	1	4	3	4	5	1
Not reported.....	1	1	-----	-----	-----	1	-----	-----	-----	-----
FOREIGN BORN										
Total.....	426	391	4	27	33	176	94	39	18	35
Total reported.....	424	390	4	27	33	175	94	39	18	34
1.....	21	5	2	1	-----	1	1	-----	-----	16
2.....	74	69	1	12	15	27	12	1	1	5
3.....	73	71	1	7	4	44	11	2	2	2
4.....	81	78	-----	2	7	41	18	6	4	3
5.....	65	64	-----	3	3	28	22	6	2	1
6.....	52	48	-----	-----	-----	21	18	9	-----	4
7.....	27	25	-----	2	3	7	8	4	1	2
8.....	18	18	-----	-----	1	5	1	7	4	-----
9.....	9	8	-----	-----	-----	1	2	3	2	1
10 to 13 inclusive.....	4	4	-----	-----	-----	-----	1	1	2	-----
Not reported.....	2	1	-----	-----	-----	1	-----	-----	-----	1

¹ In 45 cases more than 1 woman was interviewed in the same household.

² Includes lodgers.

TABLE XL.—Number of rooms and number of persons in household by nativity and race of interviewed woman, in eight cities—Continued

Number of persons in household	Households of 897 women employed in slaughtering and meat packing									
	Total	Number of rooms reported								Number of rooms not reported
		Total reported	1	2	3	4	5	6	7 to 10 inclusive	
NEGRO										
Total.....	150	143	18	20	28	26	26	17	8	7
Total reported.....	148	141	18	19	28	26	25	17	8	7
1.....	28	23	13	7	2	7	4	1		5
2.....	40	38	5	9	13	7	4			2
3.....	25	25		2	6	6	9	2		
4.....	20	20				10	4	3	3	
5.....	15	15			3	3	4	4	1	
6.....	12	12		1	3		2	4	2	
7.....	3	3					2		1	
8.....	3	3			1			2		
9.....	2	2						1	1	
10 to 13 inclusive.....										
Not reported.....	2	2		1			1			
NATIVITY AND RACE NOT REPORTED										
Total.....	6	5		1		3	1			1

184 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XLI.—Number of rooms and number of persons in household, by city

[Source: Home visits]

Number of persons in household ¹	Households of 897 ¹ women employed in slaughtering and meat packing									
	Total	Number of rooms reported								Number of rooms not reported
		Total reported	1	2	3	4	5	6	7 to 10 inclusive	
CHICAGO										
Total.....	373	335	19	29	24	154	56	40	13	38
Total reported.....	370	332	19	29	24	152	55	40	13	38
1.....	48	26	14	7	2	1	1	1	-----	22
2.....	62	56	5	12	11	20	6	1	1	6
3.....	59	58	-----	4	3	38	8	4	1	1
4.....	63	60	-----	4	3	29	13	8	3	3
5.....	53	52	-----	2	2	30	9	6	3	1
6.....	42	38	-----	-----	1	20	9	7	1	4
7.....	15	14	-----	-----	1	5	5	3	-----	1
8.....	19	19	-----	-----	1	7	1	7	3	-----
9.....	4	4	-----	-----	-----	1	1	1	1	-----
10 to 13 inclusive.....	5	5	-----	-----	-----	1	2	2	-----	-----
Not reported.....	3	3	-----	-----	-----	2	1	-----	-----	-----
EAST ST. LOUIS										
Total.....	89	82	1	10	33	23	10	4	1	7
Total reported.....	88	81	1	9	33	23	10	4	1	7
1.....	6	2	-----	1	1	-----	-----	-----	-----	4
2.....	20	18	1	5	10	2	-----	-----	-----	2
3.....	15	14	-----	2	8	3	1	-----	-----	1
4.....	12	12	-----	-----	4	6	-----	-----	-----	-----
5.....	13	13	-----	1	4	4	3	2	-----	-----
6.....	12	12	-----	-----	4	3	4	1	1	-----
7.....	1	1	-----	-----	4	3	4	-----	-----	-----
8.....	4	4	-----	-----	2	2	-----	-----	-----	-----
9.....	1	1	-----	-----	-----	-----	1	-----	-----	-----
10 to 13 inclusive.....	4	4	-----	-----	-----	2	1	1	-----	-----
Not reported.....	1	1	-----	1	-----	-----	-----	-----	-----	-----
KANSAS CITY										
Total.....	208	195	6	12	22	61	52	26	16	13
Total reported.....	208	195	6	12	22	61	52	26	16	13
1.....	13	5	3	1	1	-----	-----	-----	-----	8
2.....	41	39	1	10	10	13	5	-----	-----	2
3.....	37	36	2	1	4	15	13	-----	1	1
4.....	37	37	-----	-----	1	21	9	3	3	-----
5.....	24	24	-----	-----	1	6	11	5	1	-----
6.....	18	18	-----	-----	1	2	9	5	1	-----
7.....	11	11	-----	-----	1	1	4	1	4	-----
8.....	13	12	-----	-----	2	2	-----	5	3	1
9.....	9	8	-----	-----	-----	1	1	5	1	1
10 to 13 inclusive.....	5	5	-----	-----	1	-----	-----	2	2	-----

¹ In 45 cases more than 1 woman was interviewed in the same household.

² Includes lodgers.

TABLE XLI.—*Number of rooms and number of persons in household, by city—*
Continued

Number of persons in household	Households of 897 women employed in slaughtering and meat packing									
	Total	Number of rooms reported								Number of rooms not reported
		Total reported	1	2	3	4	5	6	7 to 10 inclusive	
OMAHA										
Total.....	89	82	-----	3	7	21	30	10	11	7
Total reported.....	89	82	-----	3	7	21	30	10	11	7
1.....	2	1	-----	1	-----	-----	-----	-----	-----	1
2.....	15	13	-----	-----	2	5	6	-----	-----	2
3.....	10	9	-----	2	1	2	3	-----	1	1
4.....	9	8	-----	-----	1	3	4	-----	-----	1
5.....	12	12	-----	-----	1	3	6	2	-----	-----
6.....	16	15	-----	-----	2	5	2	5	1	1
7.....	7	7	-----	-----	-----	3	2	-----	-----	-----
8.....	4	4	-----	-----	-----	-----	2	2	-----	-----
9.....	9	9	-----	-----	-----	-----	5	1	2	-----
10 to 13 inclusive.....	5	4	-----	-----	-----	-----	-----	-----	3	1
FOUR OTHER CITIES										
Total.....	93	82	1	8	16	19	26	9	3	11

186 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XLII.—Number of lodgers in family, by nativity and race of interviewed woman and by city

[Source: Home visits]

Nativity and race of interviewed person	Families of 897 ¹ women employed in slaughtering and meat packing								
	Total	Reporting on lodgers							Not reporting on lodgers and living alone
		Total reporting	No lodgers		Number of lodgers				
			Number	Per cent	Total	1	2	3 to 6 inclusive	
ALL CITIES									
Total.....	852	773	670	86.7	103	58	31	14	79
Total reporting.....	846	768	666	86.7	102	57	31	14	78
Native white.....	270	248	225	90.7	23	8	11	4	22
Foreign born.....	432	401	353	88.0	48	35	10	3	31
Negro.....	144	119	88	73.9	31	14	10	7	25
Not reporting.....	6	5	4	(?)	1	1			1
CHICAGO									
Total.....	373	320	263	82.2	57	35	14	8	53
Total reporting.....	371	318	261	82.1	57	35	14	8	53
Native white.....	67	58	53	91.4	5	2	3		9
Foreign born.....	217	202	174	86.1	28	25	2	1	15
Negro.....	87	58	34	58.6	24	8	9	7	29
Not reporting.....	2	2	2	(?)					
EAST ST. LOUIS									
Total.....	89	82	74	90.2	8	5	1	2	7
Total reporting.....	86	80	72	90.0	8	5	1	2	6
Native white.....	42	39	36	(?)	3	1	1	1	3
Foreign born.....	30	29	26	(?)	3	2		1	1
Negro.....	14	12	10	(?)	2	2			2
Not reporting.....	3	2	2	(?)					1
KANSAS CITY									
Total.....	208	196	171	87.2	25	13	9	3	12
Total reporting.....	207	195	171	87.7	24	12	9	3	12
Native white.....	77	70	60	85.7	10	5	3	2	7
Foreign born.....	98	93	83	89.2	10	3	6	1	5
Negro.....	32	32	28	(?)	4	4			
Not reporting.....	1	1			1	1			

¹ In 45 cases more than 1 woman was interviewed in the same family.

² Per cent not computed; base less than 50.

TABLE XLII.—Number of lodgers in family, by nativity and race of interviewed woman and by city—Continued

Nativity and race of interviewed person	Families of 897 women employed in slaughtering and meat packing— Con.								
	Total	Reporting on lodgers							Not reporting on lodgers and living alone
		Total reporting	No lodgers		Number of lodgers				
			Number	Per cent	Total	1	2	3 to 6 inclusive	
OMAHA									
Total.....	89	87	78	89.7	9	3	5	1	2
Total reporting.....	89	87	78	89.7	9	3	5	1	2
Native white.....	42	42	38	(²)	4		3	1	
Foreign born.....	35	33	28	(²)	5	3	2		2
Negro.....	12	12	12	(²)					
FOUR OTHER CITIES									
Total.....	93	88	84	95.5	4	2	2		5

² Per cent not computed; base less than 50.

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TABLE XLIII.—Type and tenure of house, by nativity

[Source:

Nativity and race of interviewed person		Families of 897 ¹ women employed in slaughtering and meat packing												
		Type of house reported												
		All types							1-family					
		Total	Tenure reported					Tenure not reported	Total	Tenure reported				Tenure not reported
			Total	Rent-ed	Owned		Free			En-cum-bered	Total	Rent-ed	Owned	
ALL CITIES														
Total.....	852	762	757	399	141	217	5	394	390	123	119	148	4	
Total reporting.....	846	759	754	398	140	216	5	393	389	123	119	147	4	
Native white.....	270	236	235	116	59	60	1	158	157	56	51	50	1	
Foreign born.....	426	395	391	177	75	139	4	178	175	32	62	81	3	
Negro.....	150	128	128	105	6	17		57	57	35	6	16		
Not reporting.....	6	3	3	1	1	1		1	1			1		
CHICAGO														
Total.....	373	318	318	223	20	75		25	25	6	3	16		
Total reporting.....	371	317	317	222	20	75		25	25	6	3	16		
Native white.....	67	56	56	33	8	15		6	6		1	5		
Foreign born.....	217	195	195	124	12	59		14	14	2	2	10		
Negro.....	87	66	66	65		1		5	5	4		1		
Not reporting.....	2	1	1	1										
EAST ST. LOUIS														
Total.....	89	79	79	35	20	24		55	55	14	19	22		
Total reporting.....	86	78	78	35	19	24		55	55	14	19	22		
Native white.....	42	37	37	18	10	9		28	28	9	10	9		
Foreign born.....	30	28	28	9	8	11		19	19	2	8	9		
Negro.....	14	13	13	8	1	4		8	8	3	1	4		
Not reporting.....	3	1	1		1									
KANSAS CITY														
Total.....	208	193	193	69	66	58		170	170	53	63	54		
Total reporting.....	207	192	192	69	66	57		169	169	53	63	53		
Native white.....	77	67	67	31	23	13		54	54	19	22	13		
Foreign born.....	98	93	93	20	38	35		85	85	17	36	32		
Negro.....	32	32	32	18	5	9		30	30	17	5	8		
Not reporting.....	1	1	1			1		1	1			1		
OMAHA														
Total.....	89	85	84	31	14	39	1	82	81	28	14	39	1	
Total reporting.....	89	85	84	31	14	39	1	82	81	28	14	39	1	
Native white.....	42	40	39	13	9	17	1	39	38	12	9	17	1	
Foreign born.....	35	33	33	8	5	20		32	32	7	5	20		
Negro.....	12	12	12	10		2		11	11	9		2		
FOUR OTHER CITIES														
Total.....	93	87	83	41	21	21	4	62	59	22	20	17	3	

¹ In 45 cases more than 1 woman was interviewed in the same family.

and race of interviewed woman and by city—Numbers

Home visits]

Families of 897 women employed in slaughtering and meat packing—Continued														
Type of house reported—Continued														
2-family				Multifamily				Other types				Tenure not reported	Type not reported	
Total	Tenure reported			Total	Tenure reported			Total	Tenure reported					
	Rent-ed	Owned			Rent-ed	Owned			Total	Rent-ed	Owned			
		Free	En-cum-bered			Free	En-cum-bered				Free			En-cum-bered
ALL CITIES														
139	71	14	54	211	196	7	8	18	17	9	1	7	1	90
138	70	14	54	211	196	7	8	17	16	9		7	1	87
36	20	6	10	39	37	2		3	3	3				34
95	43	8	44	113	100	5	8	9	8	2		6	1	31
7	7			59	59			5	5	4		1		22
1	1							1	1		1			3
CHICAGO														
100	39	10	51	190	177	7	6	3	3	1		2		55
99	38	10	51	190	177	7	6	3	3	1		2		54
21	6	5	10	29	27	2								11
74	28	5	41	105	94	5	6	2	2			2		22
4	4			56	56			1	1	1				21
1	1													1
EAST ST. LOUIS														
12	11		1	7	7				5	5	3	1	1	10
12	11		1	7	7				4	4	3		1	8
4	4			4	4				1	1	1			5
6	5		1	1	1				2	2	1		1	2
2	2			2	2				1	1	1			1
									1	1		1		2
KANSAS CITY														
15	11	3	1	4	4				4	4	1		3	15
15	11	3	1	4	4				4	4	1		3	15
8	7	1		4	4				1	1	1			10
6	3	2	1						2	2			2	5
1	1								1	1			1	
OMAHA														
2	2			1	1									4
2	2			1	1									4
1	1													2
1	1													2
				1	1									
FOUR OTHER CITIES														
10	8	1	1	9	7		2	6	5	4		1	1	6

190 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XLIV.—Tenure and type of house, by nativity and race of interviewed woman and by city—Per cent distribution

[Source: Home visits]

Nativity and race of interviewed person	Families of 897 ¹ women employed in slaughtering and meat packing											
	Reporting type of house						Reporting tenure of house					
	Total reporting		Per cent reporting type				Total reporting		Per cent reporting tenure			
	Number	Per cent	1-family	2-family	Multi-family	Other	Number	Per cent	Rented	Owned		
										Free	Encumbered	
ALL CITIES												
Total.....	762	100.0	51.7	18.2	27.7	2.4	757	100.0	52.7	18.6	23.7	
Total reporting.....	759	100.0	51.8	18.2	27.8	2.2	754	100.0	52.8	18.6	23.6	
Native white.....	236	100.0	66.9	15.3	16.5	1.3	235	100.0	49.4	25.1	25.5	
Foreign born.....	395	100.0	45.1	24.1	28.6	2.3	391	100.0	45.3	19.2	35.5	
Negro.....	128	100.0	44.5	5.5	46.1	3.9	128	100.0	82.0	4.7	13.3	
Not reporting.....	3						3					
CHICAGO												
Total.....	318	100.0	7.9	31.4	59.7	0.9	318	100.0	70.1	6.3	23.6	
Total reporting.....	317	100.0	7.9	31.2	59.9	.9	317	100.0	70.0	6.3	23.7	
Native white.....	56	100.0	10.7	37.5	51.8		56	100.0	58.9	14.3	26.8	
Foreign born.....	195	100.0	7.2	37.9	53.8	1.0	195	100.0	63.6	6.2	30.3	
Negro.....	66	100.0	7.6	6.1	84.8	1.5	66	100.0	98.5		1.5	
Not reporting.....	1						1					
EAST ST. LOUIS												
Total.....	79	100.0	69.6	15.2	8.9	6.3	79	100.0	44.3	25.3	30.4	
Total reporting.....	78	100.0	70.5	15.4	9.0	5.1	78	100.0	44.9	24.4	30.8	
Native white.....	37	(²)	(²)	(²)	(²)	(²)	37	(²)	(²)	(²)	(²)	
Foreign born.....	28	(²)	(²)	(²)	(²)	(²)	28	(²)	(²)	(²)	(²)	
Negro.....	13	(²)	(²)	(²)	(²)	(²)	13	(²)	(²)	(²)	(²)	
Not reporting.....	1						1					
KANSAS CITY												
Total.....	193	100.0	88.1	7.8	2.1	2.1	193	100.0	35.8	34.2	30.1	
Total reporting.....	192	100.0	88.0	7.8	2.1	2.1	192	100.0	35.9	34.4	29.7	
Native white.....	67	100.0	80.6	11.9	6.0	1.5	67	100.0	46.3	34.3	19.4	
Foreign born.....	93	100.0	91.4	6.5		2.2	93	100.0	21.5	40.9	37.6	
Negro.....	32	(²)	(²)	(²)		(²)	32	(²)	(²)	(²)	(²)	
Not reporting.....	1						1					

¹ In 45 cases more than 1 woman was interviewed in the same family.

² Per cent not computed; base less than 50.

TABLE XLIV.—Tenure and type of house, by nativity and race of interviewed woman and by city—Per cent distribution—Continued

Nativity and race of interviewed person	Families of 897 women employed in slaughtering and meat packing										
	Reporting type of house						Reporting tenure of house				
	Total reporting		Per cent reporting type				Total reporting		Per cent reporting tenure		
	Number	Per cent	1-family	2-family	Multi-family	Other	Number	Per cent	Rented	Owned	
										Free	Encumbered
OMAHA											
Total.....	85	100.0	96.5	2.4	1.2	-----	84	100.0	36.9	16.7	46.4
Total reporting.....	85	100.0	96.5	2.4	1.2	-----	84	100.0	36.9	16.7	46.4
Native white.....	40	(²)	(²)	(²)	(²)	-----	39	(²)	(²)	(²)	(²)
Foreign born.....	33	(²)	(²)	(²)	(²)	-----	33	(²)	(²)	(²)	(²)
Negro.....	12	(²)	(²)	-----	(²)	-----	12	(²)	(²)	-----	(²)
FOUR OTHER CITIES											
Total.....	87	100.0	71.3	11.5	10.3	6.9	83	100.0	49.4	25.3	25.3

² Per cent not computed; base less than 50.

TABLE XLV.—Number of rooms and rent paid by families of interviewed women
[Source: Home visits]

Number of rooms	392 ¹ families living in rented homes														
	Total	Reporting amount of rent paid													Not reporting rent
		Total reporting		Less than \$5	\$5 and less than \$10	\$10 and less than \$15	\$15 and less than \$20	\$20 and less than \$25	\$25 and less than \$30	\$30 and less than \$35	\$35 and less than \$40	\$40 and less than \$50	\$50 and less than \$60	\$60 and more	
Number	Per cent														
ALL CITIES															
Total.....	392	377		1	17	87	136	56	28	10	18	12	2	10	15
Total reporting—Number.....	387	373	100.0	1	17	85	136	54	28	10	18	12	2	10	14
Per cent.....		100.0		0.3	4.6	22.8	36.5	14.5	7.5	2.7	4.8	3.2	0.5	2.7	
2.....	46	42	11.3		10	23	5	2	1	1	1				4
3.....	65	62	16.6		1	32	20	4	1	2	2	1			3
4.....	169	166	44.5	1	6	26	85	31	7	3	4	3			3
5.....	64	63	16.9			3	21	14	12	3	5	1			1
6.....	31	30	8.0			1	4	1	5	1	6		2		4
7.....	6	6	1.6				1	1	1						4
8.....	5	4	1.1					1	2	1		1			1
9.....	1														1
Not reporting.....	5	4				2		2							1
CHICAGO															
Total.....	219	212			6	37	72	32	20	7	15	11	2	10	7
Total reporting—Number.....	219	212	100.0		6	37	72	32	20	7	15	11	2	10	7
Per cent.....		100.0			2.8	17.5	34.0	15.1	9.4	3.3	7.1	5.2	0.9	4.7	
2.....	19	18	8.5		4	10	2	1			1				1
3.....	21	20	9.4			12	4	1		1	1	1			1
4.....	114	112	52.8		2	15	60	21			3	3			2
5.....	37	36	17.0				6	9	6	2	3				1
6.....	22	22	10.4						8	3	5	1			4
7.....	3	3	1.4						5	1	5		2		4
8.....	2	1	.5						1			1			1
9.....	1														1

EAST ST. LOUIS

Total.....	35	34			1	10	12	9		1	1						1
Total reporting—Number.....	34	33	(?)		(?) 1	(?) 10	(?) 12	(?) 8		(?) 1	(?) 1						(?) 1
Per cent.....		(?)															
2.....	6	5	(?)		1	4											1
3.....	19	19	(?)			6	10	3									1
4.....	6	6	(?)				1	4		1							1
5.....	2	2	(?)				1	1									1
6.....	1	1	(?)								1						1
Not reporting.....	1	1	(?)					1									1

KANSAS CITY

Total.....	68	65			6	19	28	7	2	2	1						3
Total reporting—Number.....	68	65	100.0		6	19	28	7	2	2	1						3
Per cent.....		100.0			9.2	29.2	43.1	10.8	3.1	3.1	1.5						
2.....	13	11	16.9		2	5	2	1		1							2
3.....	11	10	15.4		1	7	1				1						1
4.....	33	33	50.8		3	6	20	4									1
5.....	9	9	13.8			1	4	2	2								1
6.....	1	1	1.5				1				1						1
7.....	1	1	1.5														1

OMAHA

Total.....	30	28			1	2	10	11	3	1							2
Total reporting—Number.....	28	26	(?)		(?) 1	(?) 2	(?) 8	(?) 11	(?) 3	(?) 1							(?) 2
Per cent.....		(?)															
2.....	2	2	(?)			1	1										1
3.....	3	2	(?)				2										1
4.....	9	9	(?)		1	1	5	2									1
5.....	8	8	(?)					7	1								1
6.....	3	2	(?)					1	1								1
7.....	1	1	(?)					1									1
8.....	2	2	(?)						1	1							1
Not reporting.....	2	2	(?)				2										2

FOUR OTHER CITIES

Total.....	40	38			2	11	13	5	5		1	1					2
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¹ Excludes families that are rooming.

² Per cent not computed; base less than 50.

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TABLE XLVI.—Occupations other than in slaughtering and meat packing of female wage earners in families of interviewed women

[Source: Home visits]

Occupation	Number of female relatives			
	Total	Relation to interviewed person		
		Mother	Sister	Daughter
Total.....	95	8	28	59
Total reporting.....	91	8	26	57
Clerical.....	17		4	13
Domestic and personal service.....	10	5	4	1
Hotel and restaurant.....	4		2	2
Laundry.....	2		1	1
Mercantile.....	11		1	10
Telephone and telegraph.....	6		1	5
Manufacture:				
Bag.....	2		2	
Box.....	3		2	1
Candy.....	2	1	1	
Clothing.....	5		1	4
Food.....	13	1	4	8
Jewelry.....	1			1
Metal.....	2			2
Paper.....	1	1		
Radio.....	1			1
Shoe.....	2		2	
Textile.....	1			1
Tile.....	1			1
Other.....	7		1	6
Not reporting.....	4		2	2

TABLE XLVII.—Occupations other than in slaughtering and meat packing of male wage earners in families of interviewed women

[Source: Home visits]

Occupation	Number of male relatives				
	Total	Relation to interviewed person			
		Husband	Father	Brother	Son
Total.....	360	191	49	61	59
Total reporting.....	343	186	47	56	54
Clerical.....	16	4	—	6	6
Domestic and personal service ¹	32	16	9	5	2
Mercantile.....	13	8	—	1	4
Own business.....	23	17	5	—	1
Professional.....	6	1	—	3	2
Public service.....	12	7	4	1	—
Telephone and telegraph.....	1	—	—	1	—
Transportation.....	40	25	3	5	7
General labor, not otherwise specified:					
Manufacture.....	43	25	7	6	5
Other.....	14	10	2	—	2
Manufacture:					
Automobile.....	1	1	—	—	—
Bag.....	2	—	—	1	1
Box.....	5	1	—	3	1
Electric.....	5	4	—	1	—
Food.....	10	5	2	2	1
Glass.....	3	—	—	2	1
Leather.....	1	—	—	1	—
Metal.....	45	29	5	2	9
Paper.....	4	1	—	2	1
Print.....	3	—	—	—	3
Railroad and machine shop.....	24	17	3	1	3
Rubber.....	2	2	—	—	—
Tobacco.....	2	—	1	1	—
Wood.....	21	4	4	11	2
Other manufacture.....	15	9	2	1	3
Not reporting.....	17	5	2	5	5

¹ Includes hotel and restaurant.

196 WOMEN EMPLOYED IN SLAUGHTERING AND MEAT PACKING

TABLE XLVIII.—*Number and sex of all wage earners in families of inter-*

[Source:

Sex of wage earners	Number of wage earners in family in addition to interviewed person							
	Total				1 wage earner			
	Total	Employed steadily		Not employed steadily	Total	Employed steadily		Not employed steadily
		Number	Per cent			Number	Per cent	
ALL CITIES								
Total.....	863	630	73.0	233	465	341	73.3	124
Male.....	698	499	71.5	199	424	305	71.9	119
Female.....	165	131	79.4	34	41	36	(1)	5
CHICAGO								
Total.....	348	248	71.3	100	178	119	66.9	59
Male.....	269	179	66.5	90	153	97	63.4	56
Female.....	79	69	87.3	10	25	22	(1)	3
EAST ST. LOUIS								
Total.....	105	74	70.5	31	49	39	(1)	10
Male.....	82	57	69.5	25	46	36	(1)	10
Female.....	23	17	(1)	6	3	3	(1)	---
KANSAS CITY								
Total.....	217	160	73.7	57	113	85	75.2	28
Male.....	179	132	73.7	47	105	77	73.3	28
Female.....	38	28	(1)	10	8	8	(1)	---
OMAHA								
Total.....	98	71	72.4	27	61	47	77.0	14
Male.....	88	66	75.0	22	60	47	78.3	13
Female.....	10	5	(1)	5	1	---	---	1
FOUR OTHER CITIES								
Total.....	95	77	81.1	18	64	51	79.7	13
Male.....	80	65	81.3	15	60	48	80.0	12
Female.....	15	12	(1)	3	4	3	(1)	1

¹ Per cent not computed; base less than 50.

viewed women, according to whether steadily or not steadily employed

Home visits]

Number of wage earners in family in addition to interviewed person—Continued											
2 wage earners				3 wage earners				4 to 6 wage earners			
Total	Employed steadily		Not employed steadily	Total	Employed steadily		Not employed steadily	Total	Employed steadily		Not employed steadily
	Number	Per cent			Number	Per cent			Number	Per cent	
ALL CITIES											
254	179	70.5	75	108	81	75.0	27	36	29	(1)	7
172	114	66.3	58	76	60	78.9	16	26	20	(1)	6
82	65	79.3	17	32	21	(1)	11	10	9	(1)	1
CHICAGO											
116	86	74.1	30	46	35	(1)	11	8	8	(1)	-----
77	51	66.2	26	32	24	(1)	8	7	7	(1)	-----
39	35	(1)	4	14	11	(1)	3	1	1	(1)	-----
EAST ST. LOUIS											
28	19	(1)	9	17	12	(1)	5	11	4	(1)	7
17	10	(1)	7	10	8	(1)	2	9	3	(1)	6
11	9	(1)	2	7	4	(1)	3	2	1	(1)	1
KANSAS CITY											
64	43	67.2	21	30	22	(1)	8	10	10	(1)	-----
46	32	(1)	14	22	17	(1)	5	6	6	(1)	-----
18	11	(1)	7	8	5	(1)	3	4	4	(1)	-----
OMAHA											
31	20	(1)	11	6	4	(1)	2	-----	-----	-----	-----
23	15	(1)	8	5	4	(1)	1	-----	-----	-----	-----
8	5	(1)	3	1	-----	-----	1	-----	-----	-----	-----
FOUR OTHER CITIES											
15	11	(1)	4	9	8	(1)	1	7	7	(1)	-----
9	6	(1)	3	7	7	(1)	-----	4	4	(1)	-----
6	5	(1)	1	2	1	(1)	1	3	3	(1)	-----

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TABLE XLIX.—Age of children and number at home, at school, and at work, by nativity and race of mother

[Source: Home visits]

City and nativity and race of mother	Mothers with children under 18 years of age	Number of children under 18 years of age								
		Total	Average per family	Age reported			Status reported			
				Under 7 years	7 and under 14 years	14 and under 18 years	Total reported	At home	At school	At work
Total.....	424	1,002	2.4	155	537	310	944	132	773	39
Chicago.....	177	404	2.3	36	232	136	369	29	322	18
East St. Louis.....	139	73	1.9	8	40	25	69	11	55	3
Kansas City.....	110	260	2.4	39	135	86	245	39	195	11
Omaha.....	54	154	2.9	51	66	37	151	35	112	4
St. Joseph.....	27	62	2.3	12	33	17	61	10	50	1
Other cities.....	17	49	2.9	9	31	9	49	8	39	2
Native white—All cities.....	80	162	2.0	52	72	38	157	38	115	4
Foreign white—All cities.....	285	731	2.6	86	409	236	685	75	578	32
Negro—All cities.....	58	104	1.8	16	53	35	97	18	77	2
Nativity and race not reported—All cities.....	1	5		1	3	1	5	1	3	1

¹ Includes 2 women with the care of children but not mothers.

TABLE L.—Percentage distribution of children by age and proportion at home, at school, and at work, by nativity and race of mother

[Source: Home visits]

City and nativity and race of mother	Per cent of children under 18 years of age									
	Age reported						Status reported			
	Total		Under 7 years	7 and under 14 years	14 and under 18 years	Total		At home	At school	At work
	Number	Per cent				Number	Per cent			
Total.....	1,002	100.0	15.5	53.6	30.9	944	100.0	14.0	81.9	4.1
Chicago.....	404	100.0	8.9	57.4	33.7	369	100.0	7.9	87.3	4.9
East St. Louis.....	73	100.0	11.0	54.8	34.2	69	100.0	15.9	79.7	4.3
Kansas City.....	260	100.0	15.0	51.9	33.1	245	100.0	15.9	79.6	4.5
Omaha.....	154	100.0	33.1	42.9	24.0	151	100.0	23.2	74.2	2.6
St. Joseph.....	62	100.0	19.4	53.2	27.4	61	100.0	16.4	82.0	1.6
Other cities.....	49	(¹)	(¹)	(¹)	(¹)	49	(¹)	(¹)	(¹)	(¹)
Native white—All cities.....	162	100.0	32.1	44.4	23.5	157	100.0	24.2	73.2	2.5
Foreign white—All cities.....	731	100.0	11.8	56.0	32.3	685	100.0	10.9	84.4	4.7
Negro—All cities.....	104	100.0	15.4	51.0	33.7	97	100.0	18.6	79.4	2.1
Nativity and race not reported—All cities.....	5	(¹)	(¹)	(¹)	(¹)	5	(¹)	(¹)	(¹)	(¹)

¹ Per cent not computed; base less than 50.

TABLE LI.—Number of non-wage-earning sons and daughters and employment of husband, by nativity and race of interviewed woman

[Source: Home visits]

Nativity and race of interviewed person and employment of husband	Number of non-wage-earning sons and daughters		435 ¹ mothers employed in slaughtering and meat packing									
	Total	Average per family	Total	Reporting specified number of non-wage-earning sons and daughters								
				1	2	3	4	5	6	7	9	
Total.....	1,023	2.4	435	155	117	75	51	23	10	3	1	
Husband employed steadily.....	512	2.5	206	64	58	36	28	13	4	2	1	
Husband not employed steadily.....	213	2.6	83	25	23	14	11	5	4	1		
Husband dead, divorced, or deserting.....	240	2.0	119	53	30	22	10	3	1			
Other.....	58	2.1	27	13	6	3	2	2	1			
Native white.....	170	2.1	82	34	26	13	5		3	1		
Husband employed steadily.....	78	2.2	35	13	12	6	1		2	1		
Husband not employed steadily.....	35	2.1	17	6	6	3	2					
Husband dead, divorced, or deserting.....	48	1.8	27	14	7	4	2					
Other.....	9	(?)	3	1	1				1			
Foreign born.....	730	2.6	283	80	76	57	38	22	7	2	1	
Husband employed steadily.....	385	2.6	147	38	43	27	23	12	2	1	1	
Husband not employed steadily.....	156	2.9	54	13	13	11	7	5	4	1		
Husband dead, divorced, or deserting.....	141	2.4	59	18	15	16	6	3	1			
Other.....	48	2.1	23	11	5	3	2	2				
Negro.....	119	1.7	69	41	15	5	7	1				
Husband employed steadily.....	49	2.0	24	13	3	3	4	1				
Husband not employed steadily.....	18	1.6	11	6	4		1					
Husband dead, divorced, or deserting.....	51	1.5	33	21	8	2	2					
Other.....	1	(?)	1	1								
Nativity not reported—												
Husband not employed steadily.....	4	(?)	1				1					

¹ 11 mothers have only children 18 years of age and over.

² Not computed, owing to the small number involved.

TABLE LII.—Average weekly earnings and number of persons supported, interviewed women who were entirely self-supporting

[Source: Year's pay rolls and home visits]

Average weekly earnings ¹	253 women who were entirely self-supporting																		
	Total	Supporting self only	Sole support of others																
			Total	Supporting children only					Husband only	Supporting Husband				Supporting other relatives					
				Reporting specified number of children supported						Reporting specified number of children supported				Reporting support of specified relatives					
				1	2	3	4	5		1	2	3	5	1 parent	2 parents	1 parent and 1 child	2 parents and 1 sister	Uncle and 2 children	1 brother
Total.....	253	152	101	30	18	8	9	1	8	5	4	1	1	8	1	4	1	1	1
Total reporting.....	191	114	77	22	15	6	6	1	8	4	3	1	1	6	1	3			
\$12 and less than \$13.....	1	1																	
\$13 and less than \$14.....	11	6	5		1									2					
\$14 and less than \$15.....	12	8	4	2			1		1							1			
\$15 and less than \$16.....	14	8	6	2		1					1			1					
\$16 and less than \$17.....	22	14	8	4	1		1							1					
\$17 and less than \$18.....	24	17	7	2	3				1						1				
\$18 and less than \$19.....	24	12	12	2	2	1	3		3	1									
\$19 and less than \$20.....	25	15	10	3	2	2				1	1								
\$20 and less than \$21.....	18	11	7	2		1				1	1			1		1			
\$21 and less than \$22.....	11	3	8	1	2	1			1	1						1			
\$22 and less than \$23.....	8	6	2	1				1	1	1				1					
\$23 and less than \$24.....	8	4	4		2														
\$24 and less than \$25.....	5	3	2	1	1				1			1							
\$25 and less than \$30.....	8	6	2	2															
Information not reported.....	62	38	24	8	3	2	3			1	1			2		1	1	1	1

¹ Year's earnings divided by weeks worked.

TABLE LIII.—Year's earnings and number of persons supported, interviewed women who were entirely self-supporting

[Source: Year's pay rolls and home visits]

Year's earnings	253 women who were entirely self-supporting																		
	Total	Supporting self only	Sole support of others																
			Total	Supporting children only					Husband only	Supporting husband				Supporting other relatives					
				Reporting specified number of children supported						Reporting specified number of children supported				Reporting support of specified relatives					
			1	2	3	4	5		1	2	3	5	1 parent	2 parents	1 parent and 1 child	2 parents and 1 sister	Uncle and 2 children	1 brother	
Total	253	152	101	30	18	8	9	1	8	5	4	1	1	8	1	4	1	1	1
Total reporting	191	114	77	22	15	6	6	1	8	4	3	1	1	6	1	3			
\$300 and less than \$350	1	1																	
\$550 and less than \$600	1	1																	
\$600 and less than \$650	1	1												2					
\$650 and less than \$700	6	4	2																
\$700 and less than \$750	14	9	5	1	1				1						1				
\$750 and less than \$800	15	6	9	4		1	1				1		1						
\$800 and less than \$850	22	16	6	2	3								1						
\$850 and less than \$900	15	9	6	3			1			1	2			1	2				
\$900 and less than \$1,000	53	30	23	5	4	3	3		4										
\$1,000 and less than \$1,100	29	16	13	3	1	2		1	1	3				2					
\$1,100 and less than \$1,200	22	12	10	1	6				2			1							
\$1,200 and less than \$1,300	7	5	2	2															
\$1,300 and less than \$1,400	3	2	1	1															
\$1,400 and less than \$1,500	2	2																	
Information not reported	62	38	24	8	3	2	3			1	1			2		1	1	1	1

GENERAL TABLES

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TABLE LIV.—*Week's income of family and proportion of income earned by interviewed women not the sole support of the family*

[Source: Home visits]

Week's income of family	173 women who were not the sole support of family						
	Total	Earning specified proportion of family's income					
		10 and less than 20 per cent	20 and less than 30 per cent	30 and less than 40 per cent	40 and less than 50 per cent	50 and less than 75 per cent	75 and less than 100 per cent
Total.....	173	2	13	48	76	33	1
Less than \$30.....	5				1	3	1
\$30 and less than \$40.....	43			6	27	10	
\$40 and less than \$50.....	83		2	24	39	18	
\$50 and less than \$75.....	39		10	18	9	2	
\$75 and more.....	3	2	1				

TABLE LV.—*Size of family and proportion of family's week's income earned by interviewed women not the sole support of the family*

[Source: Home visits]

Size of family	Average per cent of family income earned by interviewed person	173 women who were not the sole support of family						
		Total	Earning specified proportion of family's week's income					
			10 and less than 20 per cent	20 and less than 30 per cent	30 and less than 40 per cent	40 and less than 50 per cent	50 and less than 75 per cent	75 and less than 100 per cent
Total.....	40.6	173	2	13	48	76	33	1
2 persons.....	42.1	43		2	12	23	5	1
3 persons.....	43.1	27		1	6	15	5	
4 persons.....	43.3	38		2	7	21	8	
5 persons.....	42.4	23		1	7	9	6	
6 persons.....	37.3	20		5	6	5	4	
7 persons.....	39.0	8		1	4		3	
8 persons.....	39.9	5		1	1	1	2	
9 persons.....	28.3	5	1		3	1		
10 persons.....	26.3	4	1		2	1		

TABLE LVI.—Size of family and assistance with household duties reported by 578 wives and mothers

[Source: Home visits]

Assistance with household duties	578 wives and mothers reporting on assistance with household duties										
	Total		Reporting size of family								
	Number	Per cent	2	3	4	5	6	7	8	9	10	11

ALL WIVES AND MOTHERS ¹

Total	578	100.0	173	112	116	69	54	30	14	7	2	1
No assistance	21	3.6	12	2	3	2	1	1				
Very limited assistance	187	32.4	95	35	29	12	8	5	1	2		
No assistance with cooking, laundry, and cleaning	27	4.7	2	9	7	3	3	2		1		
Assistance only with sewing	50	8.7	34	10	3	3						
Assistance only with laundry and sewing	59	10.2	45	8	6							
Assistance in all except cooking and cleaning	22	3.8	9	5	5	1	2					
Assistance in all except cooking and laundry	19	3.3	1	1	6	5	2	3	1			
Other	10	1.7	4	2	2		1			1		
More extended assistance	122	21.1	19	33	29	22	10	8	1			
Assistance in all except cooking	51	8.8	5	11	11	15	6	3				
Assistance in various household duties	71	12.3	14	22	18	7	4	5	1			
Assistance in all household duties	248	42.9	47	42	55	33	35	16	12	5	2	1

WIVES AND MOTHERS AND MOTHERS ONLY

Total	441	100.0	43	105	116	69	54	30	14	7	2	1
No assistance	11	2.5	2	2	3	2	1	1				
Very limited assistance	98	22.2	10	31	29	12	8	5	1	2		
No assistance with cooking, laundry, and cleaning	26	5.9	1	9	7	3	3	2		1		
Assistance only with sewing	15	3.4	3	6	3	3						
Assistance only with laundry and sewing	19	4.3	5	8	6							
Assistance in all except cooking and cleaning	13	2.9		5	5	1	2					
Assistance in all except cooking and laundry	19	4.3	1	1	6	5	2	3	1			
Other	6	1.4		2	2		1			1		
More extended assistance	110	24.9	7	33	29	22	10	8	1			
Assistance in all except cooking	46	10.4		11	11	15	6	3				
Assistance in various household duties	64	14.5	7	22	18	7	4	5	1			
Assistance in all household duties	222	50.3	24	39	55	33	35	16	12	5	2	1

WIVES ONLY

Total	137	100.0	130	7								
No assistance	10	7.3	10									
Very limited assistance	89	65.0	85	4								
No assistance with cooking, laundry, and cleaning	1	.7	1									
Assistance only with sewing	35	25.5	31	4								
Assistance only with laundry and sewing	40	29.2	40									
Assistance in all except cooking and cleaning	9	6.6	9									
Other	4	2.9	4									
More extended assistance	12	8.8	12									
Assistance in all except cooking	5	3.6	5									
Assistance in various household duties	7	5.1	7									
Assistance in all household duties	26	19.0	23	3								

¹ Excludes 6 mothers whose children lived away from home.

SCHEDULE II.—Used for home interviews.

[Front]

City Firm

Name Address Woman boarding Family, Total no. Wage e. Non w. e. Lodgers

Total Housing: Own home Buying Rent \$ Number of rooms Plbg. Comments

Interviewed person: Family relationship S. M. W. D. Age Race Country of birth Speak Eng.

Meat pkg: Industrial history: Pres. dept Pres. job Other meat-pkg. jobs

Length of time present firm (date) { Overall— } Actual— } Length of time industry { Overall— } Actual— } Plant record: June, 1927, to May, 1928: Unemployment (dates and reasons).....

.....

.....

Daily irregularities

.....

Other industrial experience

.....

Comments on present job

.....

.....

Other wage earners in family				Part-time employment or unemployment during year, June, 1927, to May, 1928	Cause of unemployment or part time
Relationship to woman interviewed	Age	Industry	Occupation		
Husband					
.....					
.....					
.....					
.....					
.....					
.....					

Husband's employer: Pkg. house Dept Number

Change in number of wage earners during year

SCHEDULE II—Continued

[Back]

Non-wage-earners						Home duties			
Relationship	Age	Status	Relationship	Age	Status	Assistance		No assist- ance	
						Cooking.....		Sewing.....	
						Laundry.....		Dishes.....	
						Cleaning.....		Other.....	
						Children's care.....			

Economic and social status of family during year

Income: Wages Other

To what extent has family resorted to extended credit for rent, food, clothing, etc?

Name of dealer extending credit

Is family carrying installment contracts?

Has family had outside assistance—free clinics, relief, etc?

Why is woman working?

Notes:

Agent Date

PUBLICATIONS OF THE WOMEN'S BUREAU

[Any of these bulletins still available will be sent free of charge upon request]

- *No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- *No. 2. Labor Laws for Women in 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. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. (See Bulletin 63.)
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 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.
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