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UNITED STATES DEPARTMENT OF LABOR  
BULLETIN OF THE WOMEN'S BUREAU, No. 93

**HOUSEHOLD EMPLOYMENT  
IN PHILADELPHIA**

[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. 93

**HOUSEHOLD EMPLOYMENT  
IN PHILADELPHIA**

BY

AMEY E. WATSON, Ph. D.



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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, November 11, 1931.*

SIR: I have the honor to submit herewith the report of a study of household employment relations in Philadelphia and vicinity.

The survey was originated by the Women's Problem Group of the Social Order Committee of the Society of Friends. This group organized a committee that later was reorganized into the Council on Household Occupations, now functioning as a bureau for better adjustments in household-employment relations.

More than 950 employers furnished tabulatable information on the hours, wages, working conditions, and policies in their homes, and on the age, marital status, experience, and so forth, of their employees. The findings should aid in the solution of the domestic-service problem, whose literature is too slight for the importance of the subject.

The report was written by Dr. Amey E. Watson, at that time research director of the Council on Household Occupations and director of the National Committee on Employer-Employee Relationships in the Home.

Respectfully submitted.

MARY ANDERSON, *Director.*

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

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# HOUSEHOLD EMPLOYMENT IN PHILADELPHIA

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## INTRODUCTION

In 1926 a group of Quaker women in Philadelphia, conscious of the maladjustment of household employees to their work, became actively interested in the problem and determined to secure data by means of which a better adjustment of paid workers in the home could be achieved. It is their ultimate hope to help household employer and employee in a general way as well as locally. Upon recommendation of Miss Mary Anderson, Director of the Women's Bureau of the United States Department of Labor, whose advice was sought, they undertook in 1928 a survey of the needs and existing practices of household employment in many homes of Philadelphia and its environs. It is hoped that this survey will result in raising the standards of domestic work and in bringing about greater cooperation among employers, thereby improving the condition of employees.

The committee secured cooperation and advice from the Bureau of Home Economics of the United States Department of Agriculture; the industrial department of the National Board of the Young Women's Christian Associations; Dr. Susan M. Kingsbury, of the Carola Woerishoffer Department of Social Research of Bryn Mawr College; Dr. Lillian M. Gilbreth, consulting engineer; and many others. Miss Anna Cope Evans served as chairman of the first committee (Central Committee on Household Occupations) and Mrs. Thomas Raeburn White and Mrs. W. Wayne Babcock as successive chairmen, and Mrs. Jacob Billikopf as chairman of the executive committee, of the later organization (Council on Household Occupations). An executive was engaged on a part-time basis to direct the study. (For the personnel of the committee, see page 81.)

A questionnaire for employers<sup>1</sup> was drawn up by the committee, with the approval of its advisers, and through the cooperation of women's clubs and organizations it was sent out to several thousand homes in or near Philadelphia. A second questionnaire was for employees.<sup>2</sup> This was formulated by a special committee and sent out through the branch offices of the Young Women's Christian Association, noncommercial employment agencies, groups of employees, and socially minded employers who had replied to the first questionnaire. A third means of securing information that would enlighten further those interested in the subject of household employment was the intensive case studies<sup>3</sup> made particularly of those who had answered the first questionnaire adequately and in whose homes a satisfactory working relationship between employer and employee apparently existed. The executive secretary and volunteers cooperated in making visits to the homes of these employers to secure the information desired.

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<sup>1</sup> See appendix, p. 79.

<sup>2</sup> See appendix, p. 82.

<sup>3</sup> See appendix, p. 83.

In reading this report it must be kept in mind that neither the employers nor their statements can be considered wholly representative of Philadelphia and its environs. It is probably true that the answers received came from a group that was more thoughtful, more intelligent, and more socially minded than the average, as is shown by the mere fact that they answered the questionnaire. That the average number of employees to a household is high (2.97) may be explained by the fact that a high proportion of employers with several employees were included in the study, and the fact that in many households several part-time workers, such as laundresses, cleaners, gardeners, and furnace men, were employed. The selection of families is justified by the fact that the subjects of study were conditions and practices in household employment rather than its extent. The restrictions placed on immigration by the United States have had some effect on the number of women entering the country to engage in household service. A recent article<sup>4</sup> makes the following statement on this subject:

Data on the occupations of immigrants to the United States show that in 1925 and 1926 the number of those calling themselves "servants"—almost wholly women—was more than 75 per cent less than the average for the five years immediately preceding the war, 1910-1914. This decline was very heavy in 1915 and 1916, following the outbreak of hostilities in Europe; in 1918 and 1919, following our own declaration of war and the inauguration of the literacy test (the law at the same time doubling the amount of head tax); in 1922, following the first quota law; and in 1925, following the second quota law. Of the other 11 years, 10 show an increase—in some cases very large—and 1924 was practically the same as 1923, the loss being only 1 per cent.

However, only part of the shortage in domestic help may be attributed to these restrictive measures. Among women 10 years of age and over engaged in nonagricultural pursuits, the proportion employed as servants or in related employment declined with each decade from 1870 to 1920. To obtain figures comparable for each census, the group includes servants, waitresses, charwomen, cleaners, porters, housekeepers, and stewardesses, and the proportions in these lines of work among all employed women 10 years old or more and not in agriculture declined steadily from 60.7 per cent in 1870 to 18.2 per cent in 1920.<sup>5</sup> Figures in the same detail for 1930 are not yet available.

In 1930 the number of persons 10 years of age and over in the State of Pennsylvania, as reported in advance figures (subject to slight change) by the United States Bureau of the Census, was 7,731,060; in the city of Philadelphia it was 1,633,892. In the State, 322,245 persons, 4.2 per cent of the population, were reported as engaged in domestic and personal service; in Philadelphia, 110,514 persons, or 6.8 per cent of the population, were so classed. Figures showing the number of persons in household service—largely those reported as "servants"—are not available, but in 1920 the proportion of workers in the domestic-and-personal-service group of Philadelphia who were classed as servants was 53.2 per cent of the women and 18.1 per cent of the men.<sup>6</sup>

<sup>4</sup> Anderson, Mary. Domestic Service in the United States. *Journal of Home Economics*, January, 1928, p. 11.

<sup>5</sup> U. S. Bureau of the Census. Women in Gainful Occupations, 1870 to 1920, by Joseph A. Hill. *Census Monographs*, IX, 1929, p. 36.

<sup>6</sup> U. S. Bureau of the Census, *Fourteenth Census: 1920*, vol. 4, Population, Occupations, p. 220.

For July 1, 1926, the estimated population of Philadelphia, Montgomery, and Delaware counties, the three in which the families included in this study lived, was 2,437,000.<sup>7</sup> This number was divided as follows:

|                   |           |
|-------------------|-----------|
| Philadelphia..... | 2,007,700 |
| Montgomery.....   | 219,300   |
| Delaware.....     | 210,000   |

Based on the ratio figure quoted for the State as a whole—though very likely this was exceeded in these three counties—the number of persons employed in domestic and personal service in this area would have been approximately 92,600 in 1926. However, it must be noted that many of these persons were engaged in service outside the group considered in this study.

In a study of working mothers with children, made in Philadelphia by the United States Children's Bureau the same year as the present investigation, it was found that of 2,724 mothers employed away from home in the six months immediately preceding the interview who reported occupation, approximately one-third (31.7 per cent) were doing some sort of domestic work in private homes.<sup>8</sup>

## SUMMARY OF FACTS

### Scope.

The number of householders in Philadelphia and the surrounding districts who replied satisfactorily to the questionnaire on household employment was 954, and they reported on 2,833 employees, 1,781 full-time employees, and 1,052 day workers. Only 76 of the employees' questionnaires were answered, and all but 2 were by women. Intensive case studies were obtained for 47 families.

## THE EMPLOYER'S QUESTIONNAIRE

### General facts in regard to worker.

Only slightly less than three-fourths of the 2,771 workers reported as to sex were women. Almost one-third of the women, but only a little over one-eighth of the men, were under 30 years of age. The ratio of foreign born was considerably higher for the women than for the men, but almost equal proportions of the women and men were negroes. The proportion of the women who were single (51 per cent) was almost two and one-half times that of the men (21.7 per cent), and 71.5 per cent of the men, in contrast to 30.5 per cent of the women, were married. As was to be expected, a much larger proportion of women than of men were full-time workers, the figures being 69.8 per cent and 55 per cent, respectively.

Considering the place of residence, three-fifths (60.1 per cent) of the women, in contrast to about one-fifth (21.4 per cent) of the men, lived where they worked. About four-fifths (78.8 per cent) of the women living in had a room alone, and practically all had access to a bath. Nearly one-half of the women for whom information was reported as to whether or not they had some room in which to receive friends had only the kitchen; the remainder had other rooms, or were allowed to use certain rooms belonging to the family.

<sup>7</sup> The Pennsylvania Manual, 1929. Bureau of Publications, Harrisburg, 1929, p. 477.

<sup>8</sup> U. S. Department of Labor. Children's Bureau. Children of Working Mothers in Philadelphia. Part I, The Working Mothers. Bul. 204, 1931, p. 24.

Of the employers who replied to the questionnaire, approximately nine-tenths lived in houses rather than apartments. The size of the houses varied from 5 rooms and bath to 58 rooms and 11 baths; nearly one-sixth of the families living in houses had 10 rooms, with the number of baths ranging from 1 to 4. The size of the apartments ranged from one room and bath to 15 rooms and 5 baths. About one-fourth of the families who lived in apartments reported 5 rooms and 1 bath.

The size of the families included in the study ranged from the single employer to a group of 12 persons in the houses and from the single employer to a group of 7 persons in the apartments. There was no apparent relationship between the number in the family and the number of rooms, the number in the family and the number of workers employed, or between the number of rooms and the number of workers. Though the number of household employees is largely dependent on the financial condition of the family, it is influenced also by many other factors, including the standards of value of the home maker and her husband.

While men and women were at some times and in some places doing the same work, in most cases a distinct line may be drawn between the occupations of the two sexes. The occupations reported most frequently for the women workers were those that had to do with food, and for the men those that were concerned with shelter. Modern conveniences, electrical and otherwise, were provided by many employers to reduce the expenditure of energy and to lessen the drudgery connected with certain tasks.

### Hours.

The over-all hours, from the beginning to the end of the day's work, were long; nearly three-fifths of the women had an over-all of at least 12 hours. For one-tenth the day was less than 8 hours; for less than one-third it was 8 and under 12 hours. Of the men for whom the time of beginning and of ending work was reported, less than one-third had an over-all as long as 12 hours; for less than one-twelfth, however, it was under 8 hours, and for three-fifths it was 8 and under 12.

The actual hours of work were tabulated for the women in five of the principal occupations only—chambermaids, children's nurses, cooks, general houseworkers, and waitresses—hour data being reported for about one-half of the women in these occupations. Of these 630 women, nearly three-fifths worked 10 hours or more, about one-twelfth working 12 hours or longer. The majority of the cooks whose hours were given on the questionnaire (58.3 per cent) worked a day of 10 and under 12 hours, and 43.4 per cent of the general houseworkers had hours as long as this.

Of 758 employers who reported the amount of time off granted to their employees, 11.2 per cent gave one half-day and 42.7 per cent gave two half-days each week. Various practices were reported by the remainder.

### Wages.

The period for which the wage was paid varied considerably. Though the numbers of women and of men paid monthly were about the same, they constituted a much larger proportion of the men

than of the women—45.1 per cent as compared with 12.7 per cent. More than three-fifths of the women (61.2 per cent) and only three-tenths of the men (30.1 per cent) were paid by the week; likewise a much larger proportion of the women than of the men were paid by the day—24.7 and 8 per cent, respectively. An hourly rate was more common among the men—16.8 per cent of them were thus paid, as compared with only 1.4 per cent of the women.

A like proportion—about one-tenth—of the women and of the men who were paid by the month and lived in their place of employment received less than \$60. More than two-fifths of the men living out were reported as receiving less than \$60; since all but one of them were part-time workers, without doubt this was not their total monthly wage and they were receiving pay from other employers as well.

For approximately one-third of the employees living in—slightly less of women and slightly more of men—the monthly wages were \$80 and under \$110. The largest group of women living in whose monthly wage was reported (56.6 per cent) were paid \$60 and under \$80. Thirty men, seven of whom lived in, were reported as receiving monthly wages of \$140 or more. No woman received as much as this.

Employees paid by the week for whom a specified amount was reported included 1,147 women and 154 men. Living conditions of the women and men in this group are in direct contrast, for while more than four-fifths of the women lived in, about three-fourths of the men lived away from their place of employment. Though nearly three-fourths of the women living in were paid from \$14 to \$20 a week, slightly less than three-eighths of those living out received amounts within this range. The largest proportion of women living out in any group is found in the \$9-and-under-\$14 class, while the largest proportion of men living out received \$20 and under \$45 a week. More than two-fifths of the men living out—all but one of whom were part-time workers—received less than \$9.

The day wage paid most women—84.2 per cent of those doing day's work—was \$3 and under \$4, while the day rate for the largest proportion of men was \$5 and under \$6.

### **Training and experience in present job.**

No inquiry was made regarding the special vocational training that the worker had had for her job, but there was one regarding her training at home or with a former employer. This information was tabulated for 1,078 women in the five selected occupations. More than seven-tenths of these had received their training from a former employer, nearly one-eighth had been trained by experience in their own homes, and almost as many had been trained both at home and by an employer. Only 65 were reported as having had no previous training for the work they undertook.

Contrary to the generally accepted belief that household employees change jobs frequently, in the five occupations under discussion the study shows that over two-fifths of the 1,103 women reported had been with their present employer for two years or more, about one-third for six months and under two years, and approximately one-fourth for less than six months.

### Employment policies.

Of the 798 employers who replied regarding references, about 5 per cent required none, and nearly the same proportion reported that they secured recommendations of former employers, neighbors, or friends. The remainder, more than 90 per cent, investigated references, many by means of the telephone; some used employment bureaus, and some made personal visits in addition to inquiring by telephone.

Almost seven-eighths (85.3 per cent) of the householders stated their policy when they wished to dismiss employees. More than three-fifths of this number gave notice only. Of the 413 who reported a specified time, the great majority gave one week's notice, but a few used such terms as "a week or more," "a week or two." Less than 4 per cent gave only wages in advance, and 25 per cent stated that they gave both wages and notice in advance, the great majority reporting one week as the specified time.

A smaller number of householders replied in regard to the question of whether or not the employees gave notice before leaving. A little more than one-sixth reported that employees gave no notice at all, and nearly three-fifths of those whose employees did give notice and by whom a specified time was reported gave this as one week.

More than four-fifths of the employers reported on their policy of giving a vacation; of this number about 6 per cent gave no vacation. The length of vacation given and the policy of payment for that time varied greatly among the employers. The vacations ranged in length from less than a week to as much as three months. Approximately five-sixths of the employers gave full pay for the period of the employee's vacation. Less than 7 per cent gave no pay at all.

### THE EMPLOYEE'S QUESTIONNAIRE

As already noted, the number of employees from whom answers to the questionnaire were received is small, but in a study such as is presented in the following pages it is important that the viewpoint of the worker as well as that of the employer be given. Furthermore, the statistical data compiled from these schedules are valuable in that they are a check-up of the data tabulated from the questionnaires sent in by employers.

#### General facts in regard to the women.

Of the 74 women who answered the employee's questionnaire, only one-fifth were white, and the majority of these were of foreign birth. Most of the women reported their age as under 30 years. The proportion in each of the three groups showing marital status is very similar to the proportions computed from answers on the employer's questionnaire—54.9 per cent were single, 28.2 per cent married, and the remainder widowed, separated, or divorced. A larger proportion of white than of negro women lived at their place of employment and stated a preference for this mode of living.

More than one-half of the women who answered the inquiry in regard to children reported that they had children, the number ranging from one to seven. Nearly one-third of the women had dependents, the negro workers showing a much larger proportion than the white.

Five negro women had had more than two years of high school; no white woman had had more years of schooling than this.

**Hours of work.**

About two-thirds of the women living in who reported the length of their usual day worked as much as 12 hours. One negro cook had a day 14½ hours in length. Of the women living out, two-fifths had a day of 12 hours or more. Two-fifths of all reporting went on duty between 7 and 8 o'clock in the morning. Nearly one-half of those by whom the time of quitting work was given went off duty between 7 and 8 o'clock in the evening.

**Wages.**

The median of the week's wage of the 72 women reporting is \$14.80; for those living out the median is lower than for those living in, the amounts being \$12.70 and \$15.25, respectively. The white women had a median somewhat higher than that of the negro women—\$15.35 in contrast to \$14.50.

The 57 women reporting on number of jobs had had from 1 to 16 domestic-service positions. More women were in the group having held 3 jobs than were in any other single group.

Three-fourths of the women reporting had been household workers for 5 years or more. The women who had had as much as 20 years' experience in this field were all negro workers—one of them had spent 34 years in domestic service.

**NONCOMMERCIAL EMPLOYMENT AGENCIES**

In the study of noncommercial employment agencies, made by personal visits and by interviews with the secretaries, it was seen that very little had been accomplished by them in standardizing working conditions for domestic employees. Some had made an effort to standardize wages, but little or no attempt had been made to standardize hours or living conditions or to develop an adequate system of obtaining references.

**CASE STUDIES**

The cases intensively investigated as to family conditions and working and living conditions of the employees yielded much interesting material. Many of the case histories covered are those of families in the higher-income groups; 7 of the 10 given in this report (pp. 58 to 61) are the records of comfortably well-to-do families, and this is true of most of the others investigated.

**CONCLUSIONS**

It appears from this study that the conditions of work of the household employees reported upon are in need of improvement. It is as essential for these workers as for any other group to have their hours, wages, and working and living conditions established on a sound social and economic basis. Training is equally important. As to the employers' interests, domestic workers are tending to drift away from household employment as other fields are opening up, and the result will be even greater difficulty than at present in securing competent household help unless needed reforms are made.

What are the most serious problems involved? In answer to this it would seem of first importance that the hours of work be shortened.

Frequently the time off is arranged so badly that household employment as an occupation is shunned by those wishing "to live their own lives." The over-all hours—from beginning work in the morning until stopping in the evening—generally are exceedingly long, and so are the actual working hours in many cases. The maximum hours of employment allowed by the law of Pennsylvania for women in most occupations other than domestic service are 54. It is evident from the answers on the questionnaires that many of the women worked a 7-day week, though for other occupations the Pennsylvania law prescribes one day of rest in seven. In other occupations the employees finish at the close of the day and, for the most part, their evenings are free for their own use; but in household employment, plans for leisure time seldom can be made definitely in advance.

The amount of the wage paid in the present study would seem to establish the fact that inadequate remuneration is not a cause of workers leaving domestic service. However, though a large proportion of the workers receive more than do employees in other lines of work, some adjustment of wages is needed. For those living in, the wage is supplemented by room, board, and laundry; for those living out, by board only. Since the employees who live in have much more of a supplement to their money wage, it would appear that those who do the same work and live out should be given a larger cash wage. That this recognition is not general may be justified partly by two facts: (1) A higher wage compensates somewhat for the lack of complete freedom and change of scene after usual working hours, and (2) a formal way of living that involves evening duties for employees should pay correspondingly higher wages. Furthermore, it is probable that the freedom from anxiety as regards absenteeism is worth something to the employer.

There should be no distinction between the amounts paid women and men for the same work. From recent studies it is apparent that the old idea that men have families to support and women have not is largely without foundation, for women in as large a proportion of cases as men are using their earnings to support or to help to support other persons. The wage paid for any one kind of work should be the same for men and women.

The question of where the household employee lives is of great importance. In many cases it is necessary that the employee live in, and this results in a lack of freedom and of privacy for the worker. The worker is a paid employee and not part of the family, and she should not be made part of it, both for her sake and for that of the family. The increasing tendency of household employees to live away from their place of work should be encouraged, for this arrangement assures greater freedom and less strain for both employer and employee. The distance to be traversed to and from work should be considered by both parties before an employee takes a position.

In the case of employees who must of necessity live in, a room of her own should be provided for each. This room may be furnished simply but should be made attractive and comfortable. Toilet and bath facilities, as well as a room in which the employee may entertain guests, are essential in the planning. In crowded homes it is difficult to harmonize the employees' needs for a place in which to entertain

friends with the needs of the employer's family, but this is a problem that must be met and adjusted to the satisfaction of all concerned.

The separation from friends and relatives and the lack of sociability are causes of dissatisfaction among employees who live at their place of work. In addition, the sense of inferiority inescapable where the employer considers housework a menial service is the reason for some women leaving such work and for others choosing never to enter it.

At the time of the study there were no clear-cut lines of demarcation as to the work that should be included in the assignment given any one type of worker. It is a well known fact that there is a great overlapping of titles given to exactly the same occupation. Individual homes vary so greatly that the duties of cook in one home must inevitably be very different from the duties of cook in another home, and this is true of other occupations in household work.

All jobs within the home should be regulated according to the strength and physical fitness of the worker. The needs of the given job should in every case be harmonized with the abilities of the individual worker, so that she may give the employer efficient and satisfactory service. If a written agreement is not made and accepted by employer and employee, there should be at least a verbal understanding, though with this must be a certain degree of flexibility on the part of both the employer and the employee.

Systematic training in household tasks for all girls would be of great benefit. This training should be begun in the child's own home, and be continued in school later on. If household employment is chosen as the field of work, specialized training by which a girl may become a skilled worker should be pursued. Skill can be developed in whatever line the girl's abilities are found in the many departments of home making. In this way efficient and well-trained workers, able to establish high standards of work and to command good wages and living conditions, would be available, instead of the unskilled laborers that now, for the most part, are all that are to be had.

One of the most serious problems among the employers is their marked indifference and their failure to realize that the course pursued in engaging help has a direct bearing on the service as a whole. There is far too little efficiency among those employing household help, and an ever present need of applying principles of scientific management to home-making duties.

The fundamental requirements of a good job are these:<sup>9</sup> Reasonable and definite hours; freedom from social stigma; systematized work; adequate wages; personal satisfaction; opportunities for advancement; favorable working conditions; steady employment; and variety in work.

The modern home maker can do much to raise housework to the position of dignity that it should hold. For one thing, it is her business to see that when women's activities are discussed household work is included, and that public opinion is educated to the

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<sup>9</sup> Adapted from *The Road to Trained Service in the Household*, by Henrietta Roelofs. Commission on Household Employment. Bul. 2, National Board of the Young Women's Christian Associations, New York.

significance of household employment as one factor in the larger labor field. This would result in the application to household employment of legislation in the field of health insurance, workmen's compensation, and other lines. Proper training for domestic workers should be included so that they may be prepared to give service adequate to the demands put upon them. Among other important factors is the provision for social life in homes where the employees live in and in clubs or societies formed on the outside for their recreation and entertainment.

It is hoped that the present study of household employment will serve as an impetus to the making of other surveys in which certain facts brought to light here may be more intensively investigated. There is great need of more detailed information on household work so that one may see better where the difficulties lie. Through the applied results of this and future investigations it is hoped to raise domestic service to its proper economic status.

# Part I.—THE EMPLOYER'S QUESTIONNAIRE

## THE WORKERS

### Number and sex.

There were 2,833 employees reported by the 954 householders who replied to the questionnaire. For all but 62 of these employees the sex was reported. The data show that 2,062, or 74.4 per cent, were women. In other words, practically 3 in 4 of the employees for whom information was reported were women.

### Age.

In contrast to the age data obtained for women in other lines of work, figures in the present study emphasize the fact that workers in domestic service are not a young group. In 17 State studies made by the Women's Bureau and covering manufacturing and mercantile establishments, laundries, and, in a number of cases, telephone exchanges and hotels and restaurants, the percentage of women whose age was reported as 16 and under 20 years ranged from 19.2 in one State to 34 in another. In the following table the percentage of women under 20 years of age is less than 4 (3.7):

TABLE 1.—Age of employees, by sex

| Age group                   | Total | Women  |          | Men    |          | Sex not reported |
|-----------------------------|-------|--------|----------|--------|----------|------------------|
|                             |       | Number | Per cent | Number | Per cent |                  |
| Total .....                 | 2,833 | 2,062  | .....    | 709    | .....    | 62               |
| Age not reported .....      | 383   | 229    | .....    | 151    | .....    | 3                |
| Age reported .....          | 2,450 | 1,833  | 100.0    | 558    | 100.0    | 59               |
| Under 18 years .....        | 24    | 20     | 1.1      | 2      | .4       | 2                |
| 18 and under 20 years ..... | 56    | 48     | 2.6      | 7      | 1.3      | 1                |
| 20 and under 30 years ..... | 598   | 528    | 28.8     | 62     | 11.1     | 8                |
| 30 and under 40 years ..... | 645   | 465    | 25.4     | 161    | 28.9     | 19               |
| 40 and under 50 years ..... | 603   | 412    | 22.5     | 176    | 31.5     | 15               |
| 50 and under 60 years ..... | 347   | 251    | 13.7     | 90     | 16.1     | 6                |
| 60 years and over .....     | 177   | 109    | 5.9      | 60     | 10.8     | 8                |

It is interesting to note that even though the proportion of young women workers in this study was small there was a still smaller proportion of young men in household service. The table shows that while nearly one-third of the women whose age was reported were under 30 years, only about one-eighth of the men were in such groups. In the class 30 and under 40 years the proportions of women and men employed were more alike—25.4 and 28.9 per cent, respectively—but in the groups of 40 years and over were 58.4 per cent of the men and only 42.1 per cent of the women.

### Race and nativity.

From the table following it is apparent that the proportions of negro women and of foreign-born women are about the same. Combined, these two classes comprise almost seven-eighths of the women for

whom race and nativity were reported. Foreign-born and negro men comprise about three-fourths of the men for whom information on this subject was given on the questionnaire.

TABLE 2.—*Nativity and color of employees, by sex*

| Nativity and color         | Total | Women  |          | Men    |          | Sex not reported |
|----------------------------|-------|--------|----------|--------|----------|------------------|
|                            |       | Number | Per cent | Number | Per cent |                  |
| Total.....                 | 2,333 | 2,032  |          | 709    |          | 62               |
| Nativity not reported..... | 251   | 147    |          | 95     |          | 9                |
| Nativity reported.....     | 2,532 | 1,915  | 100.0    | 614    | 100.0    | 53               |
| White.....                 | 1,452 | 1,079  | 56.3     | 328    | 53.4     | 25               |
| Native born.....           | 432   | 277    | 14.5     | 144    | 23.5     | 11               |
| Foreign born.....          | 1,000 | 802    | 41.9     | 184    | 30.0     | 14               |
| Negro.....                 | 1,133 | 833    | 43.5     | 272    | 44.3     | 28               |
| Other <sup>1</sup> .....   | 17    | 3      | .2       | 14     | 2.3      |                  |

<sup>1</sup> Japanese, Filipino, etc.

Of the 2,529 employees reported as to race and sex, 1,407 were white. This comprised almost equal proportions of men and women, for 56.3 per cent of the women and 53.4 per cent of the men were white. There is quite a difference, however, in the distribution of the sexes in the native-born and foreign-born groups. Three-fourths (74.3 per cent) of the white women but less than three-fifths (56.1 per cent) of the white men were foreign born. Information as to the country of birth was reported for only a small number of these—123 women and 33 men—and the largest number in any one group were of Irish birth.

In a study of immigrant women made by the Women's Bureau in Philadelphia and a section of the Lehigh Valley, in 1925,<sup>1</sup> the women were interviewed regarding their industrial experience. Though the scope of that survey was limited to women whose jobs were in industrial establishments rather than in the home, it is interesting to note the number who stated that on arriving in America they first sought employment in domestic service. More than one-fifth of those reported in Philadelphia stated that their first jobs had been in some branch of domestic and personal service. Comments made by some of them as to the reason for selecting this work for their first jobs were as follows:

"I always liked housework. I was taught that way, and it was the only thing I knew." "Housework is best for greenhorns; they learn how to do everything and get used to the country." "You can learn more, and you have a good home." One woman who had done only housework or office cleaning because she "no like factory" recommended housework because "you get room, clothes, everything, and can save."

But others were not so enthusiastic about housework and had gone into it first because, they said, they took what they could get and this was "easiest to find." "I didn't know English enough to find

<sup>1</sup> U. S. Department of Labor. Women's Bureau. The Immigrant Woman and Her Job. Bul. 74, 1930, pp. 74, 103, and 126.

other work then." "I was a greenhorn and didn't know I could do better. I knew nothing about factories then." A woman who tried domestic service for a little less than a year, hesitating at first to go to a factory, said "I was a greenhorn, and I thought everyone would laugh at me in the mill."

Even though work in domestic service served as an entry into gainful employment for so many immigrant women, the report goes on to state that—

More women left housework than quit any other job, because it was—"Too hard." "Too heavy." "I not strong enough." "So much to do—not go to church." "Work all the time—work so early, so late." "Clean 10 rooms, wash dishes, wash clothes." "Too hard, I too skinny, I get sick."

On the whole, "maiding," as many of the immigrant women called it, was not popular as a job. Comments selected at random from the schedules give a picture of lonely girls handicapped by new ways of housekeeping, new customs, and a new language. "Not hear a Polish word spoken, couldn't stand it." "Everything new, learn everything new." "I so lonesome I cried all the time." "I wanted to see some people."

In a section of the same report<sup>2</sup> it may be seen that almost 10 per cent of 712 women attending classes in the Philadelphia public evening schools and filling out questionnaires for the bureau's study were engaged in housework at the time.

### Comments on sex and race.

Some employers in the present study expressed strong likes and dislikes in regard to the sex or to the race and color of their employees.

The following remarks copied from the questionnaires are samples:

Find a house boy or man preferable to a woman. Employ extra female help when necessary.

We find a respectable colored man the most efficient employee for housework, care of grounds, and care of automobile, even acting as chauffeur when necessary.

Consider couple the ideal solution for small house and family, as man does furnace, windows, etc., that maids do not do. Think if more trained couples were available it would be more advantageous.

### Marital status.

Information in regard to marital status was given on the employer's questionnaire for all but one-ninth of the women and men employed. The following table shows the number in each of the three classes:

TABLE 3.—*Marital status of employees, by sex*

| Marital status                       | Total | Women  |          | Men    |          | Sex not reported |
|--------------------------------------|-------|--------|----------|--------|----------|------------------|
|                                      |       | Number | Per cent | Number | Per cent |                  |
| Total.....                           | 2,833 | 2,062  | -----    | 709    | -----    | 62               |
| Status not reported.....             | 329   | 179    | -----    | 147    | -----    | 3                |
| Status reported.....                 | 2,504 | 1,883  | 100.0    | 562    | 100.0    | 59               |
| Single.....                          | 1,107 | 961    | 51.0     | 122    | 21.7     | 24               |
| Married.....                         | 1,000 | 575    | 30.5     | 402    | 71.5     | 23               |
| Widowed, separated, or divorced..... | 397   | 347    | 18.4     | 38     | 6.8      | 12               |

<sup>2</sup> *Ibid.*, p. 167.

In analyzing the marital status of the employees it is seen that a far larger proportion of the women than of the men were single—51 and 21.7 per cent, respectively—while only 30.5 per cent of the women, in contrast to 71.5 per cent of the men, were married. The smallest proportions appear in the group widowed, separated, or divorced, 18.4 per cent of the women and 6.8 per cent of the men. That women in this last group show a per cent so much higher than that of the men would seem to indicate that the experience gained in their own homes is utilized when their home life is broken by death or separation and they must seek outside employment. Of the employees whose conjugal condition was reported, approximately seven-tenths (69.5 per cent) of the women but less than three-tenths (28.5 per cent) of the men were single or from broken homes.

#### **Full-time and day workers.**

In most types of jobs the full-time worker is considered more satisfactory than the day worker, as all his or her energies are concentrated on the job in hand and are not dissipated by other jobs or interests. It must be recognized, however, that in almost every home there are certain jobs that take only a few hours a day or a week and demand a part-time specialized worker. The part-time workers are the employees who worked 1 or more days a week but less than 6 or 7, and those who worked only part of the day, whether occasionally or for as much as 6 or 7 days. The employment of such workers is due largely to the recognition of the need in the home for specialized skill. The possibility of using part-time specialized workers who have their own homes and personal relations away from their jobs is being recognized increasingly as one solution of the problem of a home maker with small means.

The following table shows the number and per cent of families for which information was secured as to whether their employees were full-time or day workers.

From this table, which makes clear the various practices in regard to employing full-time or day workers, it is apparent that more than half the families (54.3 per cent) employed both types. Of the remainder, two-thirds had only full-time and one-third only day workers.

The number of employees per family ranged from 1 to 13. One-fourth of the families (24.9 per cent) had only one employee, and in three-fifths of these cases the employee was full time. Almost identical proportions (21.5 per cent and 21.9 per cent) had respectively two employees and three employees. After that, the numbers dropped sharply. However, 170 families, 17.8 per cent of all, had 5 or more employees.

Based on all 954 families, 15.4 per cent had one full-time employee and no day worker and 5.8 per cent had two full-time employees and no day worker. Where there were three or more full-time workers, the employment of day workers as well was much the commoner practice.

TABLE 4.—Distribution of families by number of employees and whether employees were full-time or day<sup>1</sup> workers

| Number and type of employees | Families |          | Number and type of employees | Families |          |
|------------------------------|----------|----------|------------------------------|----------|----------|
|                              | Number   | Per cent |                              | Number   | Per cent |
| Total.....                   | 954      | 100.0    | 6 employees.....             | 49       | 4.8      |
| 1 employee.....              | 238      | 24.9     | 6 full time.....             | 10       |          |
| Full time.....               | 147      |          | 5 full time and 1 day.....   | 11       |          |
| Day.....                     | 91       |          | 4 full time and 2 day.....   | 11       |          |
| 2 employees.....             | 205      | 21.5     | 3 full time and 3 day.....   | 9        |          |
| 2 full time.....             | 55       |          | 2 full time and 4 day.....   | 5        |          |
| 1 full time and 1 day.....   | 105      |          | 7 employees.....             | 21       | 2.2      |
| 2 day.....                   | 45       |          | 7 full time.....             | 7        |          |
| 3 employees.....             | 209      | 21.9     | 6 full time and 1 day.....   | 4        |          |
| 3 full time.....             | 26       |          | 5 full time and 2 day.....   | 6        |          |
| 2 full time and 1 day.....   | 88       |          | 4 full time and 3 day.....   | 4        |          |
| 1 full time and 2 day.....   | 86       |          | 8 employees.....             | 11       | 1.2      |
| 3 day.....                   | 9        |          | 8 full time.....             | 5        |          |
| employees.....               | 132      | 13.8     | 7 full time and 1 day.....   | 3        |          |
| 4 full time.....             | 20       |          | 6 full time and 2 day.....   | 3        |          |
| 3 full time and 1 day.....   | 34       |          | 9 employees.....             | 6        | .6       |
| 2 full time and 2 day.....   | 52       |          | 9 full time.....             | 2        |          |
| 1 full time and 3 day.....   | 24       |          | 8 full time and 1 day.....   | 3        |          |
| 4 day.....                   | 2        |          | 4 full time and 5 day.....   | 1        |          |
| 5 employees.....             | 80       | 8.4      | 10 employees.....            | 4        | .4       |
| 5 full time.....             | 13       |          | 10 full time.....            | 2        |          |
| 4 full time and 1 day.....   | 25       |          | 9 full time and 1 day.....   | 1        |          |
| 3 full time and 2 day.....   | 22       |          | 7 full time and 3 day.....   | 1        |          |
| 2 full time and 3 day.....   | 17       |          | 12 employees—Full time.....  | 1        | .1       |
| 1 full time and 4 day.....   | 3        |          | 13 employees—Full time.....  | 1        | .1       |

<sup>1</sup> Largely part-time workers.

In the summary following, the distribution is by employees instead of families, showing number of employees in the family and whether full-time or day workers.

| Number of employees in family | All employees |           |                  | Number of employees in family | All employees |           |                  |
|-------------------------------|---------------|-----------|------------------|-------------------------------|---------------|-----------|------------------|
|                               | Total         | Full time | Day <sup>1</sup> |                               | Total         | Full time | Day <sup>1</sup> |
| Total.....                    | 2,833         | 1,781     | 1,052            | 6.....                        | 276           | 196       | 80               |
| 1.....                        | 238           | 147       | 91               | 7.....                        | 147           | 119       | 28               |
| 2.....                        | 410           | 215       | 195              | 8.....                        | 88            | 79        | 9                |
| 3.....                        | 627           | 340       | 287              | 9.....                        | 54            | 46        | 8                |
| 4.....                        | 528           | 310       | 218              | 10.....                       | 40            | 36        | 4                |
| 5.....                        | 400           | 268       | 132              | 12.....                       | 12            | 12        |                  |
|                               |               |           |                  | 13.....                       | 13            | 13        |                  |

<sup>1</sup> Largely part-time workers.

Due to the nature of their work, it is probable that a larger proportion of the men than of the women had part-time employment. From unpublished data it is clear that the women who worked part time were in most cases laundresses. Cleaners and in a few cases companions or mothers' helpers, as well as some general houseworkers and seamstresses, also worked on a part-time basis. Among the men the jobs on a part-time basis were very different from those of the women. The strength needed to put coal into the furnace and to take out ashes is required for only a short time daily. Hence, the furnace man hires himself out for part-time service to a number of homes; and if he can dovetail his hours to the satisfaction of all his employers, he is more valuable as a part-time worker than he would be as a full-

time worker. In the same way there are comparatively few homes that need or can afford to employ a full-time gardener, but there are many that can employ this specialized skill or the physical strength necessary for successful gardening a few hours weekly or monthly. In other lines of household work also the part-time employee is as important as the full-time worker.

### CONDITIONS OF WORK

#### Homes in which workers were employed.

Of the 954 employers who answered the questionnaire, nine-tenths (90.3 per cent) lived in houses rather than apartments. In the annual report of the Philadelphia Housing Association for 1926 it is estimated that about 80 per cent of the residents of Philadelphia live in private houses.<sup>3</sup> This is a far larger proportion than is found in other cities, for the same report states that the percentage in Chicago is less than 20, in Boston is about 26, and in Manhattan is less than 4. The larger proportion of families included in the study who lived in houses probably is due to the fact that some of the questionnaires returned were from householders whose homes are in outlying districts, where the proportion of houses is even greater than in the city.

#### Size of house or apartment.

The size of the homes in which the workers were employed is some indication of the amount of work to be done, although many factors enter into this. The number of rooms in the houses reported varied from 5 rooms and 1 bath to 58 rooms and 11 baths, the latter being by far the largest of those included in the study, since the next in size had 34 rooms and 9 baths.

The following table shows the distribution of the households reported by size of house or apartment occupied:

TABLE 5.—*Size of house or apartment*

| Size of house or apartment (exclusive of baths) | Number | Per cent |
|---|--------|----------|
| Houses—Total.....                               | 861    | -----    |
| Size not reported.....                          | 6      | -----    |
| Size reported.....                              | 855    | 100.0    |
| 5 rooms.....                                    | 6      | .7       |
| 6 rooms.....                                    | 38     | 4.4      |
| 7 rooms.....                                    | 49     | 5.7      |
| 8 rooms.....                                    | 78     | 9.1      |
| 9 rooms.....                                    | 100    | 11.7     |
| 10 rooms.....                                   | 140    | 16.4     |
| 11 rooms.....                                   | 78     | 9.1      |
| 12 rooms.....                                   | 102    | 11.9     |
| 13 and under 15 rooms.....                      | 116    | 13.6     |
| 15 and under 18 rooms.....                      | 88     | 10.3     |
| 18 and under 21 rooms.....                      | 38     | 4.4      |
| 21 rooms or more <sup>a</sup> .....             | 22     | 2.6      |
| Apartments—Total.....                           | 93     | 100.0    |
| 3 rooms or less.....                            | 7      | 7.5      |
| 4 and under 6 rooms.....                        | 38     | 40.9     |
| 6 and under 8 rooms.....                        | 37     | 39.8     |
| 8 rooms or more <sup>b</sup> .....              | 11     | 11.8     |

<sup>a</sup> Up to one of 34 rooms and one of 58.

<sup>b</sup> Up to one of 15 rooms.

<sup>3</sup> Philadelphia Housing Association. Annual Report. Housing in Philadelphia, by Bernard J. Newman. Philadelphia, 1923, p. 35.

The largest group of households with size of house reported—nearly one-sixth—had 10 rooms, the number of baths ranging from 1 to 4; more than two-fifths of these had 2 baths and one-third had 3 or more.

Three-eighths of the households had 9, 10, or 11 rooms, with the number of baths varying from 1 to 5; three-fifths (59.4 per cent) of these had 1 or 2 baths. One-fifth of the houses had less than 9 rooms, and more than half of these had only 1 bath. One-fourth of the families had houses of 12 but less than 15 rooms, the largest group of these having 3 baths, although 2 families with 12-room houses reported as many as 8 baths. Houses of more than 15 rooms were reported by 148, or about one-sixth, of the households. With an increase in number of rooms there was generally a corresponding increase in the number of baths.

On the whole, the apartments were much smaller than the houses, ranging in size from 1 room with bath to 15 rooms and 5 baths. All but two had less than 10 rooms. Two-fifths of the apartments reported had 6 or 7 rooms with from 1 to 4 baths—only one having as many as 4. Almost the same proportion of the apartments—two-fifths—had 4 or 5 rooms with 1, 2, or 3 baths.

#### **Size and composition of family.**

No distinction was made on the questionnaire as to whether the persons reported as living in the home were members of the immediate family or included others. For this reason the data obtained are representative of the household living under the same roof rather than of the specific family, though further inquiry probably would have shown that the numbers in most cases were the same.

The number of persons reported as occupying the homes ranged from the single employer to a group of 12 persons, but for the most part the number was small. About two-thirds of the households for which the composition of the family was reported had 4 members or less, while only about one-twentieth had 7 or more, two having respectively 10 and 12 members.

The make-up of the normal family is father, mother, and children. An analysis of the composition of the families included in the study shows that as the number in the family increased, the number of children—those under 16 years of age—increased proportionately to a certain point. For example: In families of 3, more than one-third of the families reporting had 1 child; in those of 4, more than one-half had 2 children; in those of 5, more than two-fifths reported 3 children; and in those of 6, more than one-half reported 3 or 4 children. As the number of children increased to the maximum number reported—seven—the proportion of children to adult members became slightly less. This may be accounted for by the fact that in families where there are five or more children, frequently one or two of the older ones are classed in the group 16 years and over and counted as adults rather than children. There were only 8 families reporting as many as 6 children, and 2 of these had 7. In the two households reporting 10 and 12 members, one-half the number were under 16 years of age.

TABLE 6.—Size of family, by size of house or apartment

| Size of house or apartment           | Total number of households | Number not reported | Total reported |          | Families having—    |          |           |          |           |          |           |          |           |          |           |          |                     |                                |
|--------------------------------------|----------------------------|---------------------|----------------|----------|---------------------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|---------------------|--------------------------------|
|                                      |                            |                     | Number         | Per cent | 1 person            |          | 2 persons |          | 3 persons |          | 4 persons |          | 5 persons |          | 6 persons |          | 7 persons           | 8 persons or more <sup>1</sup> |
|                                      |                            |                     |                |          | Number <sup>2</sup> | Per cent | Number    | Per cent | Number <sup>2</sup> | Number <sup>3</sup>            |
|                                      |                            |                     |                |          |                     |          |           |          |           |          |           |          |           |          |           |          |                     |                                |
| Houses—Total.....                    | 861                        | 6                   | 855            | 100.0    | 24                  | 137      | 100.0     | 193      | 100.0     | 199      | 100.0     | 156      | 100.0     | 98       | 100.0     | 26       | 22                  |                                |
| Size not reported.....               | 6                          | 6                   | 6              | 100.0    | 1                   | 1        | 100.0     | 4        | 100.0     | 1        | 100.0     | 1        | 100.0     | 1        | 100.0     | 1        | 1                   |                                |
| Size reported.....                   | 855                        | 6                   | 849            | 100.0    | 24                  | 136      | 100.0     | 189      | 100.0     | 198      | 100.0     | 156      | 100.0     | 98       | 100.0     | 26       | 22                  |                                |
| 5 rooms.....                         | 6                          | 6                   | 6              | 100.0    | 1                   | 2        | 100.0     | 2        | 100.0     | 1        | 100.0     | 1        | 100.0     | 1        | 100.0     | 1        | 1                   |                                |
| 6 rooms.....                         | 38                         | 38                  | 38             | 100.0    | 1                   | 12       | 100.0     | 5        | 100.0     | 12       | 100.0     | 4        | 100.0     | 4        | 100.0     | 4        | 4                   |                                |
| 7 rooms.....                         | 49                         | 49                  | 49             | 100.0    | 2                   | 12       | 100.0     | 13       | 100.0     | 13       | 100.0     | 9        | 100.0     | 1        | 100.0     | 1        | 1                   |                                |
| 8 rooms.....                         | 78                         | 78                  | 78             | 100.0    | 7                   | 17       | 100.0     | 18       | 100.0     | 21       | 100.0     | 8        | 100.0     | 4        | 100.0     | 1        | 2                   |                                |
| 9 rooms.....                         | 100                        | 100                 | 100            | 100.0    | 2                   | 13       | 100.0     | 30       | 100.0     | 29       | 100.0     | 29       | 100.0     | 5        | 100.0     | 1        | 1                   |                                |
| 10 rooms.....                        | 140                        | 140                 | 140            | 100.0    | 3                   | 23       | 100.0     | 34       | 100.0     | 37       | 100.0     | 21       | 100.0     | 17       | 100.0     | 3        | 2                   |                                |
| 11 rooms.....                        | 78                         | 78                  | 78             | 100.0    | 3                   | 9        | 100.0     | 16       | 100.0     | 15       | 100.0     | 15       | 100.0     | 13       | 100.0     | 3        | 5                   |                                |
| 12 rooms.....                        | 102                        | 2                   | 100            | 100.0    | 3                   | 13       | 100.0     | 22       | 100.0     | 22       | 100.0     | 18       | 100.0     | 20       | 100.0     | 3        | 2                   |                                |
| 13 rooms.....                        | 60                         | 2                   | 58             | 100.0    | 1                   | 11       | 100.0     | 5        | 100.0     | 11       | 100.0     | 17       | 100.0     | 9        | 100.0     | 3        | 2                   |                                |
| 14 rooms.....                        | 56                         | 2                   | 54             | 100.0    | 1                   | 8        | 100.0     | 14       | 100.0     | 12       | 100.0     | 9        | 100.0     | 4        | 100.0     | 4        | 2                   |                                |
| 15 and under 18 rooms.....           | 88                         | 88                  | 88             | 100.0    | 3                   | 7        | 100.0     | 23       | 100.0     | 15       | 100.0     | 21       | 100.0     | 10       | 100.0     | 6        | 3                   |                                |
| 18 and under 21 rooms.....           | 38                         | 38                  | 38             | 100.0    | 1                   | 6        | 100.0     | 4        | 100.0     | 9        | 100.0     | 7        | 100.0     | 6        | 100.0     | 3        | 3                   |                                |
| 21 rooms and over <sup>3</sup> ..... | 22                         | 22                  | 22             | 100.0    | 3                   | 3        | 100.0     | 3        | 100.0     | 3        | 100.0     | 6        | 100.0     | 3        | 100.0     | 2        | 3                   |                                |
| Apartments—Total.....                | 93                         | 3                   | 90             | 100.0    | 15                  | 34       | (?)       | 27       | (?)       | 11       | (?)       | 2        | (?)       | 1        | 100.0     | 1        | 1                   |                                |
| Less than 4 rooms.....               | 7                          | 7                   | 7              | 100.0    | 5                   | 2        | 100.0     | 5        | 100.0     | 4        | 100.0     | 3        | 100.0     | 3        | 100.0     | 3        | 3                   |                                |
| 4 rooms.....                         | 13                         | 1                   | 12             | 100.0    | 3                   | 5        | 100.0     | 7        | 100.0     | 7        | 100.0     | 3        | 100.0     | 3        | 100.0     | 3        | 3                   |                                |
| 5 rooms.....                         | 25                         | 1                   | 24             | 100.0    | 3                   | 12       | 100.0     | 6        | 100.0     | 6        | 100.0     | 3        | 100.0     | 3        | 100.0     | 3        | 3                   |                                |
| 6 rooms.....                         | 19                         | 1                   | 18             | 100.0    | 1                   | 7        | 100.0     | 7        | 100.0     | 7        | 100.0     | 3        | 100.0     | 3        | 100.0     | 3        | 3                   |                                |
| 7 rooms.....                         | 18                         | 18                  | 18             | 100.0    | 2                   | 4        | 100.0     | 7        | 100.0     | 7        | 100.0     | 3        | 100.0     | 3        | 100.0     | 1        | 1                   |                                |
| 8 rooms and over <sup>4</sup> .....  | 11                         | 11                  | 11             | 100.0    | 1                   | 4        | 100.0     | 3        | 100.0     | 2        | 100.0     | 1        | 100.0     | 1        | 100.0     | 1        | 1                   |                                |

<sup>1</sup> Up to one of 12 persons.<sup>2</sup> Per cent not shown; base less than 50.<sup>3</sup> Up to one of 34 rooms and one of 58.<sup>4</sup> Up to one of 15 rooms.

The size of the family and the age and health of its members have a direct influence upon the amount of work to be done in the home. While it is true that in large families the children learn to care for themselves and to help each other, much still falls on the home maker or the employees. When sickness enters the home, nursing care greatly increases the amount of work to be done. Of the 48 families reporting illness in the home, 40 had 1 invalid and 2 had 2; 6 families did not report as to the number who were ill.

Every home maker knows that the first question asked by a prospective employee is in respect to the size of the family. However, there is little apparent relationship between that figure and the number of employees. Illustrating this fact the following examples are given:

Two families of 2 had 7 and 2 had 8 full-time workers.

Four families of 3 had 7, 9, 12, and 13 full-time workers, respectively.

One family of 4 had 7 and one had 8 full-time workers.

Of 4 families of 5 members, 1 had 7, 2 had 8, and 1 had 10 full-time workers.

One family of 6 had 9 and 1 had 10 full-time workers.

Two families of 7 had 7 full-time workers and 1 day worker.

Of 6 families of 9 members, 1 had 1 full-time worker, 1 had 1 full-time and 1 day worker, 1 had 2 full-time workers, 1 had 2 full-time workers and 1 day worker, another had 2 full-time and 3 day workers, and another had 4 full-time workers and 1 day worker.

One family of 10 had 1 full-time and 3 day workers.

One family of 12 had 1 full-time and 2 day workers.

The size of house occupied by a family is largely an individual matter, depending upon the number of persons, size of income, standard of living, early upbringing, type of community, and the community's expectation of the family. The community has worked out a standard that not more than two persons should share one bedroom, and preferably there should be one person to a bedroom.

Analysis of the data presented in Table 6 would seem to bear out the statement that there is no apparent relation between the number of rooms in the home and the number of persons living in it.

In this study cases were reported of a very small family occupying a large home; for example, a family of two lived in a house of 31 rooms and 8 baths. A family of three persons had 29 rooms and 9 baths, and another of the same size had 19 rooms and 6 baths. There were six in the family that lived in the largest house included in the study—one of 58 rooms and 11 baths. As examples of the number of persons in the household more nearly approaching the number of rooms in the home, a family of 12 had 11 rooms and 3 baths, and a family of 10 had 12 rooms and 3 baths. Six families with 9 members each had homes varying in size from 8 rooms and 2 baths to 18 rooms and 5 baths.

The largest family included in the study—with 12 members and a house of 11 rooms and 3 baths—employed one full-time and two day workers. As before suggested, the fewer paid employees in the homes of large families no doubt means that the members of the family, including the children, have their part in the household duties carried on. At the other extreme, one of the smallest families—with three members and a house of 19 rooms and 6 baths—employed 13 full-time workers. Many other examples might be given to show that there was no relation among the size of family, size of house, and number of workers.

Many of the small families lived in apartments. Of the 90 apartment dwellers who reported size of family, four-fifths (80 per cent) had a membership of 2, 3, and 4 persons, as compared with about three-fifths (61.9 per cent) of the families of such size who lived in houses.

### Living conditions of employees.

With other changes in domestic service have come changes in the conditions under which employees work and live. Yet in some localities it is more or less traditional that women engaged in domestic service should live at their place of work, while at the same time it is customary that men in this field should have work place and home separate. That such conditions prevail at the present time is apparent from the figures in Table 7.

TABLE 7.—Extent of living in and living out, by sex of employees

| Living status            | Total | Women  |          | Men    |          | Sex not reported |
|--------------------------|-------|--------|----------|--------|----------|------------------|
|                          |       | Number | Per cent | Number | Per cent |                  |
| Total.....               | 2,833 | 2,062  |          | 709    |          | 62               |
| Status not reported..... | 60    | 23     |          | 26     |          | 11               |
| Status reported.....     | 2,773 | 2,039  | 100.0    | 683    | 100.0    | 51               |
| Living in.....           | 1,390 | 1,225  | 60.1     | 146    | 21.4     | 19               |
| Living out.....          | 1,383 | 814    | 39.9     | 537    | 78.6     | 32               |

This table shows that three-fifths of the women for whom information on this point was secured lived with the families by whom they were employed, while only about one-fifth of the men were so reported. Aside from the nature of the work in which the men were engaged, the fact that so large a proportion of them were married probably influenced this condition.

Included among those who lived away from their place of work were many part-time workers. The women in this class were mainly cleaners, general houseworkers, cooks, and laundresses, and the men were furnace men, gardeners, and chauffeurs.

*Living in.*—The number of workers who lived at the place in which they were employed indicates the importance of a consideration of their living conditions. The figures in the following table include only the women whose occupation was given on the questionnaire.

TABLE 8.—Living accommodations of women employees who lived in

| Living accommodations            | Women  |          |
|----------------------------------|--------|----------|
|                                  | Number | Per cent |
| Total.....                       | 1,203  |          |
| Accommodations not reported..... | 21     |          |
| Accommodations reported.....     | 1,182  | 100.0    |
| Room alone.....                  | 931    | 78.8     |
| Room shared with another.....    | 251    | 21.2     |
| Child.....                       | 62     |          |
| Employee.....                    | 151    |          |
| Husband.....                     | 21     |          |
| Person not reported.....         | 17     |          |

It is encouraging to realize how large a proportion of the women had private living accommodations, for of the 1,182 women employees for whom occupation and living conditions were reported, nearly four-fifths had rooms of their own. About one-eighth shared a room with another employee and about one-twentieth shared a room with a child. In most cases it was the child's nurse who shared a room with the child for whom she was responsible, 42 children's nurses being thus reported. The question arises as to the desirability of this practice, from both the worker's and the child's point of view. Twenty-one women employees were provided with rooms for themselves and their husbands. Nearly all the women employees were given access to a bath; only 14, or slightly more than 1 per cent of those reported, were not accorded this privilege.

The privacy assured to such a large proportion of the employees in the study shows a high standard in this respect.

A room in which the employee living in may receive her friends is a provision that has been given less attention than most other conditions affecting the welfare of the domestic worker. No factor throws more light on the social status of these employees than their privileges in this regard, and every effort should be made by the employer to provide such accommodations for her workers. Almost one-half (48.5 per cent) of the 1,100 women employees for whom were reported both occupation and information as to whether or not they had a place in which to entertain their guests had no room other than the kitchen. The use of the kitchen and another room was reported for 82 women, or 7.5 per cent, the remaining two-fifths having some other room, though in few cases was the room specified. Of the one-tenth whose room was described, some used the sitting room or dining room, some had their own dining room or a servants' hall, while others used the family breakfast room, nursery, or garage.

The large proportion of the women employees in this study who were unmarried and living at their place of employment points to the desirability of their having a suitable room in which to receive friends. Every normal worker, no matter what her age, needs contacts in the hours off duty with relatives or friends. It is especially true that workers who are young need contacts with persons of the opposite sex and of marriageable age, under conditions conducive to sound social relationships.

*Living out.*—Whenever the conditions of a job permit, it would seem that both men and women household employees should live away from the place of work; the relations between employer and employee are likely to be less strained, and the employee can live a freer and, if well directed, more wholesome and profitable life. In some cases, however, the services of household workers are needed at such hours that the possibility of their living away from the place of work is slight. On the other hand, considering the scant provision made by some employers for employees who live in, especially in regard to providing rooms for their use for recreation, it may be expected that the practice of living out will continue to increase.

In this study 814 of the women employees for whom living conditions and occupation were reported lived away from the place of work. Nearly nine-tenths of these were living with their own families and the remainder lived alone. No tabulation was made of the living condi-

tions of the men who lived away from their work, but since so large a proportion of the men were married it would undoubtedly be found that they, too, were living with their own families.

### Meals of employees.

The time when household workers should be allowed to eat their meals is a problem that has been given little thought. As the employee's day ordinarily begins at an earlier hour than does that of the family, it would appear that the most reasonable mealtime is an hour or more in advance of that of the family. This is not easily managed, however, in the family having only one household employee, though the common practice of having the employee eat her meal after the family has finished results in many cases in the eating of cold and unappetizing food.

The following table summarizes the answers given by the householders regarding the mealtime of the women employees who lived in.

TABLE 9.—Mealtime of women employees who lived in

| Mealtime   | Women   |          |
|--|---------|----------|
|  | Number  | Per cent |
| Total.....   | 1 1,203 |          |
| Time not reported.....                                   | 92      |          |
| Time reported.....                                       | 1,111   | 100.0    |
| Before the family.....                                   | 145     | 13.1     |
| After the family.....                                    | 769     | 69.2     |
| With the family.....                                     | 65      | 5.9      |
| Breakfast before the family, lunch and dinner after..... | 62      | 5.6      |
| Some before and some after the family.....               | 70      | 6.3      |

<sup>1</sup> Excludes 22 women whose occupations were not reported.

The table shows that in the great majority of cases employees' meals were eaten after the family had had theirs—practically seven-tenths (69.2 per cent) of those reported ate at this time. Slightly more than 13 per cent of the employees ate their meals earlier than did the family. For nearly 6 per cent it was the rule of the house that employees should eat breakfast before the family and luncheon and dinner after. In another group of about the same size the employee ate with the family. In this last group were 10 companions and mother's helpers, 13 governesses, 19 general houseworkers, 12 children's nurses, 3 nurses who had other duties, 4 trained nurses, 2 cooks, and 2 seamstresses. In these cases it is evident that the family had taken the worker into its inner circle, probably because these employees were holding positions of responsibility and had a correspondingly high degree of intelligence and cultural background. It is interesting to see from the table, however, that for the most part the families maintained feelings of privacy by keeping the family groups intact at mealtimes as well as at other times.

Of 525 women employees who lived away from the place of work and for whom information in regard to occupation and meals was secured, there were only 23, or 4.4 per cent of those reported, to whom no meals were supplied. Two were given 1 or 2 meals a day but the

number of days was not mentioned. The number of meals provided varied considerably. Approximately three-fourths of the women for whom definite data on this subject were reported were given from 1 to 7 meals a week, a very small proportion had from 8 to 15 meals, and a little over one-fifth had from 16 to 21 meals. The greatest number of women in any one group (33 per cent) had 2 meals a week provided. There were 33 employees (6.6 per cent of all living out for whom number of meals provided was reported) who received 21 meals a week.

More important than the time at which meals are eaten is the length of time allowed for this purpose. Nothing is less conducive to keeping up the well-being and strength of the body, and through this one's whole morale, than the hurried meal. From this standpoint it is interesting to find that the householders realized this, and the answers to their questionnaires show that for seven-tenths of 1,000 women employees living in and having occupation reported there was no time limit set for meals. Slightly more than one-eighth of the women reported were allowed half an hour for each meal, and, of the remainder, some had half an hour for breakfast and for luncheon and an hour for dinner, some had half an hour for breakfast and an hour each for luncheon and for dinner, and some had various other time combinations.

The facts given here are quite insufficient to show in how many cases the worker's needs are considered at mealtime. A comfortable place in which to eat, attractive surroundings, and uninterrupted time may be afforded household employees if employers are sufficiently considerate and understanding of human nature. On the other hand, employees must learn to be businesslike in confining themselves to definite hours for meals and to adapt themselves to the situation in the home of the employer for whom they agree to work.

In order that employers may secure satisfactory and efficient service it is important that they realize the close relationship between the employee's working hours and her personal life, recreation, and living conditions. When an employee is found to be inefficient, unsatisfactory, or antagonistic the cause may lie in unadjusted working or living conditions. It is important that the cause of the difficulty be found and an adjustment brought about whenever possible.

## OCCUPATIONS

### **Analysis and classification.**

To make clearer the work involved in an efficiently managed household and the part taken in accomplishing these tasks by household employees, an analysis and classification of home-making activities has been prepared. Some of these activities are clearly the function of a parent and therefore it is in rare cases only that they are delegated to an employee. Though in some homes many of these activities have to be omitted for lack of money, time, and energy, in households where time and money are of no concern every one of them should be included in the well-managed home.

ANALYSIS AND CLASSIFICATION OF HOME-MAKING ACTIVITIES <sup>1</sup>

## A. Physical care of members of the household (including the home maker herself)

## I. Food:

- (a) Planning meals and securing raw materials from garden or stores and selecting ready-cooked materials—
  - (1) Making list of food needed.
  - (2) Purchase of food—
    - (a) In stores.
    - (b) By telephone.
    - (c) By mail.
  - (3) Picking food from garden or fruit trees if own supply is used.
  - (4) Checking of food purchases when they arrive.
  - (5) Putting food and supplies away.
  - (6) Keeping preliminary record of expenditures.
  - (7) Entering expenditures in account books.
  - (8) Paying of bills for food.
  - (9) Planning meals, including responsibility for left-overs.
- (b) Preparation and cooking of food—
  - (1) Preparing vegetables, meats, desserts, and all other food.
  - (2) Cooking food.
- (c) Serving food—
  - (1) Selection of correct linen, glassware, and dishes, and setting table.
  - (2) Carrying food from kitchen to table.
  - (3) Waiting on table.
- (d) Clearing up of food—
  - (1) Clearing table.
  - (2) Piling up and stacking dishes preparatory to washing.
  - (3) Putting away food, including responsibility for adequate refrigeration.
  - (4) Washing, wiping, and putting away dishes used at table.
  - (5) Washing, wiping, and putting away kitchen utensils.
  - (6) Disposal of garbage.
- (e) Other food service—
  - (1) Trays for children.
  - (2) Trays for sick members of the family and invalids.
  - (3) Social affairs; refreshments; extra meals—
    - (a) Luncheons; teas; dinners.
    - (b) Other entertainment.
    - (c) Picnics, etc.
- (f) Canning or preserving of food.

## II. Shelter, care of house, garage, and outside surroundings:

- (a) Care of sleeping and living rooms of house—
  - (1) Making beds.
  - (2) Picking up and tidying rooms, including care of toys, books, magazines, musical instruments, daily care of flowers, or pets.
  - (3) Cleaning and dusting house, including daily care of bathrooms—
    - (a) Daily.
    - (b) Semiweekly.
    - (c) Weekly.
  - (4) Cleaning silver and brasses.
  - (5) Sweeping porches and steps.
  - (6) Answering door.
  - (7) Answering telephone.
- (b) Care of fires—
  - (1) Furnace.
  - (2) Laundry stove and hot-water heater.
  - (3) Coal stove.
  - (4) Kerosene or other heaters.
  - (5) Bringing up wood for open fires.
  - (6) Taking up wood-fire ashes.
- (c) Care of cellar, including responsibility for having ashes removed.

<sup>1</sup>Prepared by the author of this report.

II. *Shelter, care of house, garage, and outside surroundings*—Continued.

- (d) Care of water supply (new washers, turning off water, calling plumber when necessary).
- (e) Repairs and replacement of worn-out materials and articles.
- (f) Buying new materials and new goods, or installing and making new equipment.
- (g) Financial activities connected with shelter—
  - (1) Keeping preliminary entry of money spent.
  - (2) Entering in account books.
  - (3) Paying bills.
- (h) Care of automobile and garage—
  - (1) Driving car.
  - (2) Responsibility for having car greased and kept in repair.
  - (3) Responsibility for having car washed, brushed out, etc.
  - (4) Responsibility for having garage, tools, etc., kept in order.
  - (5) Responsibility for securing licenses, tags, etc.
  - (6) Financial activities connected with auto and garage.
- (i) Care of outside of house and surroundings—
  - (1) Cutting grass and keeping hedges, paths, and drives in order.
  - (2) Care of vegetable garden.
  - (3) Care of flower garden.
  - (4) Other duties.

III. *Clothing and textiles:*

- (a) *Laundering at home*—
  - (1) Putting soiled clothes in hamper.
  - (2) Bringing clothes to laundry from hamper.
  - (3) Putting clothes to soak.
  - (4) Regular washing.
  - (5) Regular ironing.
  - (6) Extra washing, silk stockings, sweaters, etc.
  - (7) Extra ironing, pressing, etc.; spots taken out.
  - (8) Oiling and assuming care of machinery.
- (b) *Laundry sent out*—
  - (1) Sorting.
  - (2) Keeping accurate record.
  - (3) Counting and checking on return.
  - (4) Following up lost or injured articles.
  - (5) Paying and entering accounts.
- (c) *Sorting clothing and household linens and looking them over.*
- (d) *Mending and repairing.*
- (e) *Putting clothing and textiles in right places.*
- (f) *Constant oversight of clothing not laundered for cleaning, mending, altering, sending to tailor.*
- (g) *Putting away and taking out winter and summer clothing and textiles at the right season.*
- (h) *Making new goods for family*—
  - (1) New clothing of all kinds.
  - (2) Curtains, pillows, etc.
  - (3) Costumes for special occasions, etc.
  - (4) Dolls' dresses, sails for boats, or other toys.
- (i) *Replacing clothing and textiles and buying new goods when needed.*
- (j) *Disposing of rummage.*
- (k) *Keeping accounts and paying bills.*

IV. *Other physical care of members of the household:*

- (a) *Care of persons*—
  - (1) Bathing, dressing, feeding, and other physical care of infants and small children.
  - (2) Supervision of bathing, teeth, dressing, and other physical care of older children.
  - (3) Nursing and medical care of adults and children when ill.

B. *Psychological, educational, and social care of members of the household (including the home maker herself)*

- I. *Constant oversight of infants and small children with understanding of their needs from the point of view of mental and emotional growth and development.*

- II. Selection of best schools, colleges, camps, and other educational agencies for older children, and constant cooperation with such agencies.
- III. Guidance of leisure time of adults and of children of school age, including their relationships with relatives, friends, and with the community, including church.

#### C. Problems of employment and supervision of workers

- a. Analyses of jobs to be done, and decision as to number of paid workers to be employed within the limits of the budget.
- b. Selection of workers.
- c. Adjustment of the worker to the job, including—
  - (1) Supervision and training on the job.
  - (2) Human interest and help in solving problems when off the job.
- d. Financial activities connected with the employment of workers.
- e. Relation with other home makers in working out standards of household employment for the given community.

A glance at this analysis shows that the home-making activities listed cover all those that tend toward a harmonious development of persons in the family group. Along with the physical care, that is essential to every member of the family, comes the satisfactory relation of each member of the group to every other member and to the group as a whole, as well as sound adjustment to the community. The well-managed household is one that brings about these internal and external adjustments with the least expenditure of effort, either with or without the assistance of paid employees.

It is seen from the table on occupations that the workers in the present study performed many of the tasks included in the list of home-making activities. Obviously, there was some confusion in the titles given the various occupations by those reporting, for the same type of job would be given different names by different employers. Yet, on the other hand, it is a fact worth noting that there were few duplications of women's work reported for men, though it is well known that in some homes a man does work that usually is performed by a woman.

Nearly half of the women (49.2 per cent) in the four major occupational groups presented in this table were engaged in occupations concerned with the preparation or serving of food. Occupations included in this group are cook, general houseworker, housekeeper, kitchen maid, waitress, and the combination of waitress and chambermaid. Several hundred of these might be classified under shelter—for housekeepers, houseworkers, and the waitresses who did chamber work, a total of 403, had duties other than those connected with food.

When these 403 women employees are added to the 380 concerned principally with shelter, shelter becomes the next largest group. Of those whose work specifically came under shelter, 164 were reported as chambermaids, 22 of these having other work in addition. A smaller number, 118, worked as cleaners. There were 82 housemaids and 16 parlor maids, the job of 1 of the latter including work as waitress. Classified under clothing and textiles is a group of 447 women. Nearly all these were concerned with the laundering of clothes, a very few being seamstresses. Physical care of the household was found to employ 181 women, nearly two-thirds of whom were nurses, in charge of children or invalids.

TABLE 10.—Occupation, by sex of employee

| Occupation   | Total | Women  |          | Men    |          | Sex not reported |
|--|-------|--------|----------|--------|----------|------------------|
|  |       | Number | Per cent | Number | Per cent |                  |
| Total.....   | 2,833 | 2,062  |          | 709    |          | 62               |
| Occupation not reported.....                         | 168   | 77     |          | 29     |          | 62               |
| Occupation reported.....                             | 2,665 | 1,985  |          | 680    |          |                  |
| Food.....  | 1,020 | 977    | 100.0    | 43     | (1)      |                  |
| Butler.....  |       |        |          | 37     |          |                  |
| Cook.....  |       | 401    | 41.0     | 6      |          |                  |
| Cook and other.....                                  |       | 29     | 3.0      |        |          |                  |
| General houseworker.....                             |       | 348    | 35.6     |        |          |                  |
| Housekeeper.....                                     |       | 3      | .3       |        |          |                  |
| Kitchen maid.....                                    |       | 12     | 1.2      |        |          |                  |
| Waitress.....  |       | 132    | 13.5     |        |          |                  |
| Waitress and other (chambermaid).....                |       | 52     | 5.3      |        |          |                  |
| Shelter.....   | 1,015 | 380    | 100.0    | 635    | 100.0    |                  |
| Chambermaid.....                                     |       | 142    | 37.4     |        |          |                  |
| Chambermaid and other (nurse or seamstress).....     |       | 22     | 5.8      |        |          |                  |
| Cleaner.....   |       | 118    | 31.1     | 17     | 2.7      |                  |
| Housemaid.....                                       |       | 82     | 21.6     |        |          |                  |
| Parlor maid.....                                     |       | 15     | 3.9      |        |          |                  |
| Parlor maid and other (waitress).....                |       | 1      | .3       |        |          |                  |
| Chauffeur.....                                       |       |        |          | 115    | 18.1     |                  |
| Chauffeur and other (butler, second man, etc.).....  |       |        |          | 16     | 2.5      |                  |
| Furnace man.....                                     |       |        |          | 111    | 17.5     |                  |
| Furnace man and other (gardener).....                |       |        |          | 40     | 6.3      |                  |
| Gardener.....  |       |        |          | 225    | 35.4     |                  |
| Gardener and other.....                              |       |        |          | 7      | 1.1      |                  |
| General utility man.....                             |       |        |          | 38     | 6.0      |                  |
| House man.....                                       |       |        |          | 43     | 7.6      |                  |
| House man and other (second man or grounds man)..... |       |        |          | 4      | .6       |                  |
| Other.....   |       |        |          | 14     | 2.2      |                  |
| Clothing and textiles.....                           | 448   | 447    | 100.0    | 1      | (1)      |                  |
| Laundress.....                                       |       | 381    | 85.2     |        |          |                  |
| Laundress and other.....                             |       | 46     | 10.3     |        |          |                  |
| Seamstress.....                                      |       | 20     | 4.5      |        |          |                  |
| Boots.....   |       |        |          | 1      |          |                  |
| Physical care of household.....                      | 182   | 181    | 100.0    | 1      | (1)      |                  |
| Companion and other (mother's helper).....           |       | 31     | 17.1     |        |          |                  |
| Governess.....                                       |       | 20     | 11.0     |        |          |                  |
| Lady's maid.....                                     |       | 11     | 6.1      |        |          |                  |
| Nurse, child's.....                                  |       | 106    | 58.6     |        |          |                  |
| Nurse, trained.....                                  |       | 8      | 4.4      |        |          |                  |
| Nurse and other.....                                 |       | 5      | 2.8      |        |          |                  |
| Invalid's attendant.....                             |       |        |          | 1      |          |                  |

<sup>1</sup> Per cent not shown; base less than 50.

<sup>2</sup> Includes 8 ash men, 1 ash man and outside worker, 1 stable boy, 1 coachman, and 3 watchmen.

As was to be expected, only a small number of the men employees were engaged in the preparing and serving of food. Of the 680 men for whom a specific occupation was reported, only 43, or about 6 per cent, are in this group. On the other hand, 635 (93.4 per cent) were connected with some occupation classed under shelter—chauffeur, gardener, furnace man, house man, etc. In the two other groups classified there were only 2 men—1 under clothing and 1 under physical care of household.

### **Use of labor-saving devices in the home.**

In this age of mechanization homes have profited by the introduction of many labor-saving devices. This has meant not only a reduction in the amount of work to be done but a change in the kind of work. In some cases, due to the use of these devices, the housewife of small means can get along without any paid workers, while families with higher incomes have installed these appliances not as substitutes for an employee but simply to reduce the amount of drudgery and hard work that formerly was necessary. In shortening the number of hours of work required to maintain the same standard of living, the introduction of these devices undoubtedly paves the way for the utilization of more intelligent workers in the home.

In connection with the use of these labor-saving devices it must be remembered that if they are not handled carefully serious accidents may occur. The householder should take every precaution and assure herself that these appliances are in good working order; and if they are not, she should secure the help of a skilled person to make the necessary repairs. Instructions to employees regarding the use of appliances should be simple and clear, and these should be repeated often so that the danger attendant on their use will be minimized. Socially minded householders are desirous that the use of these devices to their fullest extent should result in shorter hours of work and a higher standard of living for themselves as well as for their employees.

The electrical device most frequently reported was the vacuum cleaner, found in the homes of 854, or 92.9 per cent, of the householders reporting. Proportionately more of the families living in houses than in apartments had such cleaners, though two householders who lived in apartments of less than three rooms reported this device. Four employers reported having a floor waxer and polisher.

Several different kinds of electrical equipment were provided to help in the preparation of food. Among these were the following: Toasters, reported by 585 householders; refrigerators, by 334; percolators, by 309; and other miscellaneous pieces, such as waffle irons, egg poachers, dishwashers, by smaller groups. Various other devices—cake mixers, cream whips, grills, ice-cream freezers, etc.—were reported, but the answers were not definite as to whether these were electrical.

Many employers reported electrical devices for laundry work, and almost as many had electric irons (849) as had vacuum cleaners. As an additional help in laundry work, 370 employers provided electric washers and 90 had mangles.

### **Laundry work.**

Considering the electrical helps provided to assist in laundry work, the question arises as to whether it is the better plan to provide all these and have the work done at home or to patronize the commercial laundries that have improved so much of late years. From many standpoints there is a great saving to the housewife if the laundry work can be done outside the home. On the other hand, the occasional loss of things of value, the greater wear and tear on the articles of clothing, the supposedly greater cost of such work, and the lower quality of the work achieved as compared with that well done at home must all be considered. It becomes a matter of choice on the part of

the housewife as to whether she adheres to tradition and has the laundry done at home or patronizes one of these laundries.

Of the employers included in the study, 872 reported as to where their laundry work was done. Nearly seven-tenths (69.5 per cent) of these sent out their laundry. Even with this large proportion of families who sent the laundry out, much work was done at home, such as fine lingerie and table linens, woolens, and children's garments. Though there are hand laundries where this can be done as well as at home, if expense need not be considered, most families prefer to have some of their small pieces laundered at home by hand.

### HOURS OF WORK

Because so many persons employed in domestic service put in long hours day after day, it may be said that their work is never done. In other types of employment work is finished at a definite hour and most workers have free evenings. For those employed in domestic service this would be difficult, but whether or not it is impossible is a question.

In order to secure worth-while data regarding the hours that household employees work, the questionnaire used in the present study asked for the time of beginning and of ending work, as well as the number of hours during which the employee was entirely off duty. In considering these hours for discussion two groupings have been made:

1. The over-all hours—from the time of beginning work in the morning until that of quitting in the evening.

2. The actual hours—the time the employee is actually at work. (This figure was secured by computation.)

For employees who live in, the actual hours of work assume first place, while for those who live away from their work, and especially those whose homes are so far away as to prevent their spending their short periods off duty there, the over-all hours are of most significance. For this latter group the periods of free time frequently are so broken up that they can be of little value to the worker. But for those living in, the intervals between the actual working periods afford considerable time to themselves. The hours of beginning and ending work and the total number of hours constituting a day or a week have never been standardized for those employees in domestic service who work on a weekly or monthly basis; for those employed on a part-time basis, especially day workers, custom has made the hours of work more or less definite.

#### Over-all hours.

From answers on the questionnaires it was possible to tabulate the over-all daily hours of approximately three-fourths (72.8 per cent) of the women and about two-fifths (41.6 per cent) of the men included in the study. The accompanying table shows the employees' distribution in specified hour classifications.

Of the 1,501 women reported, 47 had a day of less than 6 hours and 16 a day of 6 and under 7 hours, and it seems reasonable to suppose that these groups were made up largely, if not wholly, of part-time workers. Just twice the number having a day of less than 6 hours had a day of 7 and under 8, more than half of them being laundresses. (See Appendix Table I.)

TABLE 11.—Over-all daily hours, by sex of employee

| Over-all hours          | Total   | Women  |          | Men    |          |
|-------------------------|---------|--------|----------|--------|----------|
|                         |         | Number | Per cent | Number | Per cent |
| Total.....              | 1 2,771 | 2,062  | -----    | 709    | -----    |
| Hours not reported..... | 975     | 561    | -----    | 414    | -----    |
| Hours reported.....     | 1,796   | 1,501  | 100.0    | 295    | 100.0    |
| Under 6.....            | 68      | 47     | 3.1      | 21     | 7.1      |
| 6 and under 7.....      | 17      | 16     | 1.1      | 1      | .3       |
| 7 and under 8.....      | 96      | 94     | 6.3      | 2      | .7       |
| 8 and under 9.....      | 328     | 301    | 20.1     | 27     | 9.2      |
| 9 and under 10.....     | 113     | 44     | 2.9      | 69     | 23.4     |
| 10 and under 11.....    | 84      | 28     | 1.9      | 56     | 19.0     |
| 11 and under 12.....    | 128     | 102    | 6.8      | 26     | 8.8      |
| 12 and under 13.....    | 456     | 424    | 28.2     | 32     | 10.8     |
| 13 and under 14.....    | 394     | 354    | 23.6     | 40     | 13.6     |
| 14 and under 15.....    | 86      | 72     | 4.8      | 14     | 4.7      |
| 15 and under 16.....    | 8       | 7      | .5       | 1      | .3       |
| 16 and under 17.....    | 13      | 7      | .5       | 6      | 2.0      |
| 17.....                 | 1       | 1      | .1       | -----  | -----    |
| 24.....                 | 4       | 4      | .3       | -----  | -----    |

<sup>1</sup> Hours were not tabulated for the 62 persons whose sex was not reported.

One-fifth (20.1 per cent) of the 1,501 women had a daily over-all of 8 and under 9 hours and these were chiefly laundresses and cleaners. Almost three-fifths of the women (57.9 per cent) had a daily schedule of at least 12 hours, and though it is probable that these workers had some time off during the day it can not be denied that their over-all is extremely long. Almost all these are in the 12-and-under-14-hour groups, where about 52 per cent of the 1,501 women are found. These are largely cooks and general houseworkers. For 91 women the job meant at least 14 hours from time of beginning to time of ending work; 12 of these had an over-all of as much as 16 hours. There were 4 children's nurses, on duty night and day, for whom an over-all period of 24 hours was reported.

Of the 295 men for whom information regarding over-all hours was given, 21 (7.1 per cent) had an over-all period of less than six hours in the household reporting. (See Appendix Table II.) This is more than twice the proportion of women whose over-all was less than six hours a day, due to the fact that the great majority of these men were furnace men or gardeners. Because of the kind of work in which these men were engaged it is evident that the time spent at each house would of necessity be short. A complete analysis of their work hours would not be possible in a study of this kind.

It seems significant to note that while the largest proportion of men in any hour group (23.4 per cent) had an over-all period of 9 and under 10 hours, the largest proportion of women (28.2 per cent) had an over-all of 12 and under 13 hours. However, as the women outnumbered the men 5 to 1, the 6 men for whom an over-all of 16 hours or more was reported constituted a larger proportion of the total men than the 12 women with such an over-all constituted of all the women reported.

#### Actual hours of women in five selected occupations.

The time that the worker is actually on duty might be, and frequently is, quite different from the number of over-all hours, because actual hours do not include those off duty when the employee is free to pursue her own interests and activities. In the tabulations of hours

TABLE 12.—Actual daily hours of women in five chief occupations, according to whether living in or living out

| Actual daily hours   | Total reported |          |           |          |            |          | Cook   |          |           |          |                                    | General houseworker |          |           |          |            | Chambermaid |        |           | Waitress |                                    |          | Nurse,<br>child's |                                    |   |          |        |          |   |
|----------------------|----------------|----------|-----------|----------|------------|----------|--------|----------|-----------|----------|------------------------------------|---------------------|----------|-----------|----------|------------|-------------|--------|-----------|----------|------------------------------------|----------|-------------------|------------------------------------|---|----------|--------|----------|---|
|                      | Total          |          | Living in |          | Living out |          | Total  |          | Living in |          | Living out—<br>number <sup>1</sup> | Total               |          | Living in |          | Living out | Total       |        | Living in |          | Living out—<br>number <sup>1</sup> | Total    |                   | Living out—<br>number <sup>1</sup> | Total—<br>living in—<br>number <sup>1</sup> |          |        |          |   |
|                      | Number         | Per cent | Number    | Per cent | Number     | Per cent | Number | Per cent | Number    | Per cent |                                    | Number              | Per cent | Number    | Per cent | Number     | Per cent    | Number | Per cent  | Number   |                                    | Per cent | Number            |                                    |   | Per cent | Number | Per cent |   |
| Total                | 630            | 100.0    | 548       | 100.0    | 72         | 100.0    | 240    | 100.0    | 217       | 100.0    | 18                                 | 189                 | 100.0    | 132       | 100.0    | 52         | 100.0       | 75     | 100.0     | 74       | 100.0                              | 1        | 82                | 100.0                              | 81  | 100.0    | 1      | 44       |   |
| Under 8              | 49             | 7.8      | 40        | 7.3      | 8          | 11.1     | 9      | 3.8      | 8         | 3.7      | 1                                  | 15                  | 7.9      | 8         | 6.1      | 6          | 11.5        | 13     | 17.3      | 12       | 16.2                               | 1        | 10                | 12.2                               | 10  | 12.3     | 1      | 2        |   |
| 8                    | 26             | 4.1      | 22        | 4.0      | 3          | 4.2      | 6      | 2.5      | 6         | 2.8      | —                                  | 10                  | 5.3      | 6         | 4.5      | 3          | 5.8         | 3      | 4.0       | 3        | 4.1                                | —        | 5                 | 6.1                                | 5   | 7.4      | —      | 1        |   |
| Over 8 and under 9   | 49             | 7.8      | 37        | 6.8      | 12         | 16.7     | 15     | 6.3      | 13        | 6.0      | —                                  | 21                  | 11.1     | 11        | 8.3      | 10         | 19.2        | 6      | 8.0       | 6        | 8.1                                | —        | 7                 | 8.6                                | 7   | 8.0      | —      | —        |   |
| 9                    | 60             | 9.5      | 49        | 8.9      | 10         | 13.9     | 19     | 7.9      | 15        | 6.9      | —                                  | 21                  | 11.1     | 15        | 11.4     | 5          | 9.6         | 6      | 8.0       | 6        | 8.1                                | —        | 6                 | 7.3                                | 6   | 7.0      | —      | —        |   |
| Over 9 and under 10  | 81             | 12.9     | 63        | 11.5     | 17         | 23.6     | 32     | 13.3     | 25        | 11.5     | —                                  | 29                  | 15.3     | 18        | 13.5     | 11         | 21.2        | 4      | 5.4       | 4        | 5.4                                | —        | 12                | 14.6                               | 12  | 14.5     | —      | —        |   |
| 10                   | 98             | 15.6     | 89        | 16.2     | 7          | 9.7      | 40     | 16.7     | 36        | 16.6     | —                                  | 29                  | 13.8     | 21        | 15.9     | 4          | 7.7         | 13     | 17.3      | 13       | 17.6                               | —        | 11                | 13.4                               | 11  | 13.0     | —      | —        |   |
| Over 10 and under 11 | 88             | 14.0     | 80        | 14.6     | 7          | 9.7      | 32     | 13.3     | 32        | 14.7     | —                                  | 31                  | 16.4     | 23        | 17.4     | 4          | 7.7         | 13     | 17.3      | 13       | 17.6                               | —        | 9                 | 11.0                               | 9   | 11.1     | —      | —        |   |
| 11                   | 90             | 14.3     | 84        | 15.3     | 5          | 6.9      | 50     | 20.8     | 48        | 22.1     | —                                  | 16                  | 8.5      | 12        | 9.1      | 4          | 7.7         | 10     | 13.3      | 9        | 12.3                               | —        | 10                | 12.2                               | 10  | 12.3     | —      | —        |   |
| Over 11 and under 12 | 35             | 5.6      | 32        | 5.8      | —          | —        | 18     | 7.5      | 17        | 7.8      | —                                  | 9                   | 4.8      | 7         | 5.3      | —          | —           | 2      | 2.7       | 2        | 2.8                                | —        | 3                 | 3.7                                | 3   | 3.5      | —      | —        |   |
| 12                   | 13             | 2.1      | 13        | 2.4      | —          | —        | 4      | 1.7      | 4         | 1.8      | —                                  | 2                   | 1.1      | 2         | 1.5      | —          | —           | 1      | 1.3       | 1        | 1.4                                | —        | 2                 | 2.4                                | 2   | 2.3      | —      | —        |   |
| Over 12 and under 13 | 17             | 2.7      | 17        | 3.1      | —          | —        | 4      | 1.7      | 4         | 1.8      | —                                  | 4                   | 2.1      | 4         | 3.0      | —          | —           | 1      | 1.3       | 1        | 1.4                                | —        | 1                 | 1.2                                | 1   | 1.2      | —      | —        |   |
| 13                   | 15             | 2.4      | 15        | 2.7      | —          | —        | 5      | 2.1      | 5         | 2.3      | —                                  | 3                   | 1.6      | 3         | 2.3      | —          | —           | 3      | 4.0       | 3        | 4.1                                | —        | 4                 | 4.9                                | 4   | 4.9      | —      | —        |   |
| Over 13 and under 14 | 1              | .2       | —         | —        | —          | —        | 1      | .4       | —         | —        | —                                  | —                   | —        | —         | —        | —          | —           | —      | —         | —        | —                                  | —        | —                 | —                                  | —   | —        | —      | —        | — |
| 14                   | 6              | 1.0      | 5         | .9       | —          | —        | 2      | .8       | 1         | .5       | —                                  | 1                   | .5       | 1         | .8       | —          | —           | —      | —         | —        | —                                  | —        | —                 | —                                  | —   | —        | —      | —        | — |
| Over 14 and under 15 | 2              | .3       | 2         | .4       | —          | —        | —      | —        | —         | —        | —                                  | 1                   | .5       | 1         | .8       | —          | —           | —      | —         | —        | —                                  | —        | —                 | —                                  | —   | —        | —      | —        | — |

<sup>1</sup>Per cent not shown; base less than 50.

<sup>2</sup>Total includes a few employees whose living condition was not reported.

worked drawn from the answers on the questionnaires, the time that the employee takes for meals and any period when she is not expected to be on the job have been deducted. The accompanying table shows the daily hours of work of the women in the five occupational groups considered the most important in this study—cooks, general houseworkers, chambermaids, waitresses, and children's nurses, according to whether the women lived in or out. It may be said in passing that this table furnishes an excellent example of the incompleteness of data from even the best-intentioned employers, since actual hours could be ascertained for only 630 of the more than 1,100 women classed as in these five occupational groups.

Of the 240 cooks for whom information was sufficiently detailed to warrant computation of hours, 217 were reported as living at the place of work and 18 as living out; for 5 living status was not reported. For about two-thirds the actual daily working hours were 10 or more, the greatest number of these (140) being actually on the job from 10 to 12 hours. The hour schedules were shorter for the women who lived out than for most of those who lived in.

Many more general houseworkers than cooks lived away from the place of employment, the table having 27.5 per cent of the houseworkers so classed. Of the total 189 reported, 86.2 per cent were divided almost evenly in the 8-and-under-10-hour and the 10-and-under-12-hour groups. Those who lived out had shorter hours than those who lived in.

Of the 75 chambermaids for whom hour data were tabulated, only 1 lived away from her place of work; about two-fifths (41.3 per cent) had a workday of 10 and under 12 hours.

Of the 82 waitresses, also, only 1 lived away from her work, and again just over two-fifths—40.2 per cent—had a day of 10 and under 12 hours.

All the children's nurses for whom hours worked were reported lived where they worked, and almost three-fifths of the number had a working period of 10 and under 12 hours. Of the 3 who were reported as being on actual duty for 14 hours or more, 1 was on the job 21 hours of the 24.

To summarize: Of the 630 women in the five selected occupations, just over one-third worked 8 and under 10 hours and practically one-half worked 10 and under 12 hours. About 1 woman in 12 had a workday 13 or more hours in length. Nearly three-fifths (57.9 per cent) of the women in these groups worked as much as 10 hours a day.

Thursday and Sunday hours off duty so complicated the subject of weekly hours that these could not be tabulated. The inquiries in regard to this subject apparently were not understood by the employers.

Some idea of the length of the working week and the hours of overtime expected of employees may be had from the remarks on the questionnaires. A few of these are quoted here.

The work schedule in one household is commented upon as follows:

My maid is on duty approximately 70 hours a week; that is, deducting days off and one hour per day rest period, but making no deduction for mealtimes. Moreover, she does her own laundry and her small boy's (doubtless her husband's, too) in my time and at my expense. The maximum for industrial work is 54 hours per week, I believe, and laundry, meals, etc., consume part of the remaining time on duty, as also does time lost in transit to and from work, therefore actual net free time is probably nearly equivalent in domestic and industrial work if my household is fairly typical.

The hour of going off duty seemed to mean little to the employers whose questionnaires contained the following statements:

My maids work until the dinner dishes are washed; this may be 8.30 or 10.30 p. m. They are then at liberty to go if we are in, otherwise one stays in to answer the phone.

After 8.30 p. m., as long as one maid is in the house, either may go off. If I am home, both may go out.

As to regular hours and payment for overtime another employer remarked:

I believe where the employer has young children it would be very expensive and difficult to employ a woman regular hours with extra pay for overtime, as in the case of a factory or office worker.

Another employer makes this statement:

It has been my rule to treat a "servant" as I would wish to be treated. I often offer extra time off when it is convenient for me, and if it does not conflict she may go out when her work is done. The hours are long, but no longer than mine. I have always received hearty cooperation and a real interest.

### **Time off.**

Any analysis of hour data must include a discussion of the time off allowed employees, for it is important not only that there should be a reasonable working day but that provision should be made for adequate periods of relaxation. In industry, 1½ days of rest in 7 is increasingly becoming accepted as the minimum standard. In industries so organized as to require Sunday work, such as light and power, transportation, telephone and telegraph, etc., compliance with this provision is effected by planning shifts so that employees who must work on Sunday may have another day in the week free.

Of the 758 employers who gave information as to the time off granted their employees, slightly more than one-tenth (11.2 per cent) reported that they allowed 1 half-day a week and over two-fifths (42.7 per cent) gave 2 half-days a week to their workers. Some gave occasional week-ends, in addition, probably due to the increasing custom of the family itself being away at times, in the inevitable car. In comparatively few cases, however, could the amount of time off be considered as compensating for the long day and the 7-day week. This matter of some time off each week regularly, a period that the employee may consider her own, is one that calls for open-minded consideration.

## **WAGES**

Due to the very nature of the work involved in domestic service payment usually is reckoned on a time basis. Though objections to this method of payment are raised at times, because of the varying degrees of speed among individuals engaged on identical tasks, such objections might be made in practically every other line of work in which wages are on a time basis. There will always be individual differences among those employed.

In the occupations classified under household employment, wages are paid by the hour, the day, the week, or the month. The majority of the employees included in this study were paid by the week. Payment by the hour usually indicates the most convenient mode of paying for the job of less duration than a full day. Payment by the

day naturally is the established method of remunerating workers doing day's work. Some consider a job paid by the month as of greater permanency than one paid on a weekly or a daily basis, and it would appear reasonable that it should affect at least the notice given on termination of employment, but in household employment this seems to make little difference.

TABLE 13.—*Method of wage payment, by sex of employees*

| Method of wage payment   | Total  | Women  |          | Men    |          | Sex not reported |
|--------------------------|--------|--------|----------|--------|----------|------------------|
|                          |        | Number | Per cent | Number | Per cent |                  |
| Total.....               | 2, 833 | 2, 062 |          | 709    |          | 62               |
| Method not reported..... | 389    | 184    |          | 197    |          | 8                |
| Method reported.....     | 2, 444 | 1, 878 | 100. 0   | 512    | 100. 0   | 54               |
| By month.....            | 469    | 238    | 12. 7    | 231    | 45. 1    |                  |
| By week.....             | 1, 338 | 1, 150 | 61. 2    | 154    | 30. 1    | 34               |
| By day.....              | 521    | 463    | 24. 7    | 41     | 8. 0     | 17               |
| By hour.....             | 116    | 27     | 1. 4     | 86     | 16. 8    | 3                |

Table 13 shows that, of 1,878 women for whom information regarding wages was obtained from the householders, about three-fifths (61.2 per cent) were paid by the week, nearly one-fourth (24.7 per cent) by the day, and about one-eighth (12.7 per cent) by the month. Only 1.4 per cent were paid by the hour.

Naturally of far greater importance to the worker than the method and time of payment and the wage for a certain specified period, as day, week, or month, is the total amount of the year's earnings—the amount on which the worker must budget her expenses and live or merely exist, as the case may be. Unfortunately, such information is not included in this study. If it were known that employees had worked uninterruptedly for the whole year preceding the study or had been paid for time off, it might be possible to compute monthly earnings and year's earnings for many of them. But in only a small number of the households included would the accounts have been kept so that this information could have been supplied if it had been requested.

Closely related to the question of the amount of the wage is that of living status, for if workers are housed, fed, and given their laundry by employers, their wages are augmented considerably. For this reason the wage data of the employees who lived in have been tabulated separately from those of the workers who lived away from their work and for whom few or no meals were provided. This is true both of the wage summaries next presented and of the detailed tables in the appendix.

#### Employees paid by the month.

The table next presented gives the wages paid to 238 women and 231 men employed on a monthly basis. For 8 of the women and 4 of the men there is no information as to whether they were living at or away from their places of employment.

TABLE 14.—Wages of employees paid by the month, by sex and living status

| Amount                     | Women     |          |                                 |  | Men       |          |            |          |  |
|----------------------------|-----------|----------|---------------------------------|--|-----------|----------|------------|----------|--|
|                            | Living in |          | Living out, number <sup>1</sup> | Living condition not reported, number <sup>1</sup> | Living in |          | Living out |          | Living condition not reported, number <sup>1</sup> |
|                            | Number    | Per cent |                                 |  | Number    | Per cent | Number     | Per cent |  |
| Total.....                 | 219       | 100.0    | 11                              | 8  | 102       | 100.0    | 125        | 100.0    | 4  |
| Under \$60.....            | 23        | 10.5     | 5                               | 1  | 11        | 10.8     | 54         | 43.2     |  |
| \$60 and under \$80.....   | 124       | 56.6     | 4                               | 5  | 25        | 24.5     | 75         | 4.0      | 1  |
| \$80 and under \$110.....  | 67        | 30.6     | 1                               | 2  | 37        | 36.3     | 22         | 17.6     | 2  |
| \$110 and under \$140..... | 5         | 2.3      | 1                               |  | 22        | 21.6     | 21         | 16.8     |  |
| \$140 and over.....        |           |          |                                 |  | 7         | 6.9      | 23         | 18.4     | 1  |

<sup>1</sup> Per cent not shown; base less than 50.

<sup>2</sup> Includes 2 part-time workers.

<sup>3</sup> Includes 3 part-time workers.

<sup>4</sup> Includes 54 part-time workers.

<sup>5</sup> 1 worker has house only.

<sup>6</sup> Includes 53 part-time workers.

<sup>7</sup> Includes 1 part-time worker.

<sup>8</sup> 6 have house only; 1, a gardener, is given house, fuel, and light only.

<sup>9</sup> 3 are provided a house and 1, a gardener, an apartment.

<sup>10</sup> 1, a chauffeur, is provided with house.

**Women.**—Of the 219 women who lived in and whose monthly wages were reported, 2 received less than \$25. Both of these did part-time work; 1 of them, a girl of 14, was a companion and mother's helper. Included in the number receiving \$35 and under \$60 (about one-tenth of those reported) were 10 cooks, 2 housemaids, 2 general houseworkers, 2 chambermaids and waitresses, a chambermaid, a waitress, a companion and mother's helper, a laundress, and a kitchen maid. The majority of the women living in and paid by the month (56.6 per cent) appear in the \$60-and-under-\$80 group, and over one-fourth of these were receiving \$75 and under \$80. Five women—two cooks, a governess, a housekeeper, and a worker whose occupation was not reported—received wages the amounts of which ranged from \$110 to \$137.50, the latter being the peak of the monthly earnings reported for the women.

Of the 11 women here reported who lived out, 2 had monthly earnings of \$20 and under \$25; both were laundresses, part-time workers, and it is probable that they had other part-time jobs. Another part-time worker living out, also a laundress, had a wage of \$40 and under \$45, and this was the wage reported for 1 woman who worked full time. One housemaid received \$55 and under \$60 for the month; 2 cooks, a general houseworker, and a laundress had earnings of \$60 and under \$80; a governess received \$90 and under \$95, and a laundress \$110.

It is interesting to note that while 14.6 per cent of the women who lived in received \$100 or more for their monthly wage, only 9.1 per cent of those living out were paid such amounts.

**Men.**—Of the 231 men here reported as paid on a monthly basis, the living status of 4 was not reported. The amounts paid the men who lived at the place of employment ranged from \$50 to \$175. Those who received the lowest rate include 2 chauffeurs, 1 of whom was also a butler, 3 gardeners, 1 of whom had other duties also, 3 house men, and a stable boy. Of the 2 who were paid the highest amount reported

(\$175) the gardener received also his living and the chauffeur had, in addition to his wage, the use of a house but received no meals.

The most frequent monthly wage reported as paid to the men living in was \$100; 12.7 per cent of the men who lived at their place of work were paid this amount. In contrast to this is the most frequent monthly wage paid to women living in, \$75 and under \$80, wages in this group being received by 15.5 per cent of the women.

A summary of the wages paid to the men who worked on a monthly basis and lived at the place of work shows that about one-tenth (10.8 per cent) of the number received \$50 and under \$60; nearly one-fourth (24.5 per cent) received \$60 and under \$80, and not far from three-fifths (58.3 per cent) received \$110 and over.

Fifty-four of the 125 men paid by the month and living out were part-time workers; all but one of them received less than \$50 a month. These employees—mainly furnace men and gardeners—undoubtedly had other part-time jobs. Of the 71 men who worked full time, more than three-fifths received \$110 and over. Four employees, all of them chauffeurs, were paid \$200 a month. The most frequent wage received by the men living out was \$100, the same as for the men living in. There were so few women paid by the month who lived out that comparison of their wages with those reported for men is not significant except as regards the range reported for full-time employees—from \$40 to \$110 for the women and from \$50 to \$200 for the men.

### Employees paid by the week.

*Women.*—As previously stated, a far larger proportion of the women employees were paid by the week than by the month; in fact, there were more than one and a half times as many women in the group paid weekly as in the three other groups combined. (See Table 13.) Furthermore, a larger percentage lived away from their work than was the case with those paid by the month—16.7 per cent as compared with 4.8 per cent. For only three of the women paid by the week was information as to whether they lived in or out not reported.

The table following shows the number and per cent of employees living in and living out, grouped in five weekly wage classes.

TABLE 15.—Wages of employees paid by the week, by sex and living status

| Amount                   | Women            |          |                  |          |  | Men                           |                  |          |
|--------------------------|------------------|----------|------------------|----------|--|-------------------------------|------------------|----------|
|                          | Living in        |          | Living out       |          | Living condition not reported, number <sup>1</sup> | Living in number <sup>1</sup> | Living out       |          |
|                          | Number           | Per cent | Number           | Per cent |  |                               | Number           | Per cent |
| Total .....              | <sup>2</sup> 955 | 100.0    | <sup>3</sup> 192 | 100.0    | 3  | 39                            | <sup>4</sup> 115 | 100.0    |
| Under \$9.....           | <sup>2</sup> 12  | 1.3      | <sup>5</sup> 31  | 16.1     | -----  | -----                         | <sup>6</sup> 50  | 43.5     |
| \$9 and under \$14.....  | 159              | 16.6     | <sup>7</sup> 87  | 45.3     | -----  | 4                             | <sup>8</sup> 1   | .9       |
| \$14 and under \$20..... | 702              | 73.5     | 69               | 35.9     | 2  | 14                            | 5                | 4.3      |
| \$20 and under \$45..... | 82               | 8.6      | 5                | 2.6      | 1  | <sup>9</sup> 19               | 69               | 51.3     |
| \$45 and over.....       | -----            | -----    | -----            | -----    | -----  | 2                             | -----            | -----    |

<sup>1</sup> Per cent not shown; base less than 50.

<sup>2</sup> Includes 2 part-time workers.

<sup>3</sup> Includes 17 part-time workers.

<sup>4</sup> Includes 50 part-time workers.

<sup>5</sup> Includes 16 part-time workers.

<sup>6</sup> Includes 49 part-time workers.

<sup>7</sup> Includes 1 part-time worker and 1 woman who was given car fare in addition to wages.

<sup>8</sup> Part-time worker.

<sup>9</sup> A "general utility man" had house only.

The lowest week's wage reported for a full-time worker living in was \$6 and under \$7. Two part-time workers received under \$6. At the other extreme are 22 women who received \$25 or more for a week's work. This number includes cooks, children's nurses, governesses, a companion and mother's helper, a waitress, a nurse who did other work also, and four trained nurses, these last and a governess who lived out being the most highly paid women reported—three of them receiving \$35 a week and two \$40. The great bulk of the women—73.5 per cent—received \$14 and under \$20, and within this group the most common wage was \$15, the amount paid to 240 women, or one-fourth of the 955 living in.

When it is realized that in addition to their money wage the women living in received room and board, the value of which in most cases would be equivalent to an additional wage of several dollars, the amounts paid to these employees seem, on the whole, fairly adequate as compared with the wages paid in other lines of work. But household employees sometimes are confronted with a period of unemployment during the summer months while the family is away, and this must be taken into account when the earnings of domestic workers are compared with those of other women.

The women paid by the week who lived out received wages both relatively and actually lower than those of the women who lived in. About one-half (49.1 per cent) of those who were reported as working full time were paid \$9 and under \$14, in contrast to only 16.7 per cent of the full-time workers who lived in. The greatest number in any dollar group (22.4 per cent) were receiving \$12 and under \$13, all but a few of these receiving a wage of \$12 exactly.

One employer, in commenting on the wage that she paid her employee, wrote as follows:

"I pay \$13 a week if maid will do cleaning—\$3 less if not. She does no washing except stockings, silk underwear, and table doilies."

Another employer had some perception of what wages should be, though she herself was doing little to attain the better standard. The following statement is copied from her questionnaire:

"I'm ashamed to report the wages I pay—\$9—but we live in the country and this amount is higher than the wages usually paid [in homes outside the city]."

As in many other lines of employment, it was taken for granted that a worker employed in the country could be paid a wage lower than that necessary for a worker in the city.

As an example of the relation of experience and wages the case of one employer is cited:

"At present I have an inexperienced German maid, four years in the United States, who came for \$15 per week. No washing nor ironing. She could not cook nor bake. I reduced wages to \$13 until such time as she becomes proficient. That is left to my judgment."

A householder who had been employing help for some years said: "Day's wages of course have doubled in the time and the period of years in which I have employed help. Also hours are shorter."

One discouraged householder wrote on her questionnaire:

I find that for household work experienced and inexperienced people, if they have been some time in this country, all desire the same wages. If possible, I employ only experienced help with good references, though I find that the girls coming over lately desire the maximum wage and the minimum work with very little loyalty to the family. It is merely a business proposition, and I also consider it such these days.

*Men.*—Only about one-fourth of the 154 men paid on a weekly basis lived in, as contrasted with five-sixths of the women. The lowest money wage reported for these men employees was \$12 and under \$13; 3 butlers and 1 house man were so paid. The highest weekly wage reported was \$50, also paid to a butler.

Of the 115 men who lived out, more than two-fifths (43.5 per cent) were part-time workers, an interesting contrast to the corresponding figure for women, less than one-tenth. Of the men reported as full-time workers in this group, nine-tenths (90.8 per cent) received \$20 and over, while less than 3 per cent of the women so reported had wages as high as this. The weekly wages of the men who were reported as part-time workers ranged from less than \$5 to \$13, a great majority of those at the lower figures being furnace men. Of the full-time workers the lowest week's wage—\$8 and under \$9—was reported for a "general utility man"; the highest—\$40 and under \$45—was paid to three chauffeurs.

### Employees paid by the day.

*Women.*—In any discussion of day's wages it should be remembered that most day workers are given two meals in addition to the payment in cash, and these usually are eaten within the work period. The question might be raised whether meals should be eaten in working hours if such hours are as reasonable as 8 or less, but the whole subject is a hang-over from the system of living in, from which even day work has not yet been freed. However, not only in household employment are workers given their meals. In certain other lines of work employers find it more profitable to provide meals or living or both for their employees. Some banks and insurance companies provide lunch for their employees at cost or without charge, many cafeterias and restaurants supply meals, and hotels, hospitals, orphanages, college dormitories, and other institutions include meals and living for their employees. Intensive study is needed to learn under what conditions payment in kind, such as meals and living, are both economically and socially sound and to be encouraged, and where such payment is a survival of past customs that are no longer the wisest procedure.

Table 16 includes the 463 women who were paid by the day. Only 3 of these—1 laundress and 2 seamstresses—were reported as living at their place of employment and each received \$3 a day in addition to her living.

TABLE 16.—Wages of employees paid by the day, by sex and living status

| Amount                 | Women                             |                                  | Men                               |                                    |
|------------------------|-----------------------------------|----------------------------------|-----------------------------------|------------------------------------|
|                        | Living in,<br>number <sup>1</sup> | Living out<br>Number    Per cent | Living in,<br>number <sup>1</sup> | Living out,<br>number <sup>1</sup> |
| Total.....             | 3                                 | 2 460    100.0                   | 1                                 | 40                                 |
| Under \$2.....         |                                   | 3 11    2.4                      |                                   |                                    |
| \$2 and under \$3..... |                                   | 4 45    9.8                      | 1                                 | 5 2                                |
| \$3 and under \$4..... | 3                                 | 6 387    84.1                    |                                   | 7                                  |
| \$4 and under \$5..... |                                   | 17    3.7                        |                                   | 7                                  |
| \$5 and under \$6..... |                                   |                                  |                                   | 18                                 |
| \$6 and under \$7..... |                                   |                                  |                                   | 6                                  |

<sup>1</sup> Per cent not shown; base less than 50.

<sup>2</sup> Includes 77 women who received car fare also.

<sup>3</sup> Includes 2 women who received car fare also.

<sup>4</sup> Includes 9 women who received car fare also.

<sup>5</sup> Part-time workers.

<sup>6</sup> Includes 66 women who received car fare also.

More than four-fifths of the women day workers living out received \$3 and under \$4 as their day's wage. More detailed figures than are found in this table (see Appendix Table III) make it apparent that \$3 was the most common daily wage, since 253 of the 463 women reported were paid that amount. Car fare was added to this in one-fourth of the cases. Of the 17 women receiving \$4 or more, 15 were paid \$4 and 2—a seamstress and a woman whose chief job was as laundress—were paid \$4.50 and under \$5. The lowest daily wage reported, one dollar, was paid a general houseworker and a child's nurse.

*Men.*—There were 41 men paid by the day, 1 of whom, a gardener, lived at his place of work. This employee received \$2 a day, and the questionnaire states that he attended school. Included in the number of men paid by the day and living away from their place of employment (40) were 16 who were reported as receiving a wage of \$5 and 5 who were receiving \$6. The highest wage, \$6.50, was paid to a gardener. The lowest wage of those working a full day and living out was \$3, and this amount was reported for 1 chauffeur, 2 cleaners, and 1 furnace man and gardener.

It is not possible to compare the total wages received by household employees who work by the day with the wages received by those who work by the week or month without information as to days and weeks worked, data that can not be secured through an employer's questionnaire.

#### **Employees paid by the hour.**

*Women.*—All the women paid by the hour (27) lived out. The range of pay reported was from 20 cents to \$1. One woman, a companion and mother's helper, was paid the lowest rate, while another whose job had the same title was the only woman who received the \$1 rate. It would be interesting to know the quality of work performed by these two women and to see how closely the two jobs were related. The most frequent hourly rate was 50 cents.

*Men.*—The 86 men paid by the hour also lived away from their places of employment. They were paid hourly rates ranging from 25 cents to \$1—these extremes being the rates of a cleaner and a gardener, respectively. The most frequent rate was the same as for the women—50 cents. It is interesting to note that while 39 of the 86 men were reported as receiving over 50 cents an hour, only 4 of the 27 women were included in this group—45.3 per cent as contrasted with 14.8 per cent.

#### **Medians of the wages.**

For readier comparison with wage data in other reports, the wages are here discussed as medians—half the employees receiving more and half receiving less than the median. As before stated, practically all the women reported on the questionnaires as paid on a monthly basis lived at the place of work. All but two of these were full-time workers. The median of the monthly wages of the 217 who worked full time and lived in is \$74.55; the figures for chambermaids, waitresses, cooks, and children's nurses are respectively \$69.55, \$71.65, \$75, and \$92.50. For the 102 men employees paid by the month who lived in and worked full time the median is \$90; for house men, butlers, gardeners, and chauffeurs the figures are, respectively, \$72.50, \$90, \$100, and \$110. For the 71 men employed full time by the month who lived away from their work the median is found to be \$120; for gardeners it is \$110; and for chauffeurs \$140.85.

TABLE 17.—Median of the wages of women employees, by occupation and living status

| Occupation                         | A.—Paid by the month,<br>women who were living in |                           |           |                          | B.—Paid by the week      |                           |           |                           |                           |                           |           |                           |           | C.—Paid by<br>the day,<br>living out,<br>all women |                           | D.—Paid by<br>the hour,<br>living out,<br>all women |                           |                           |     |
|------------------------------------|---|---------------------------|-----------|--------------------------|--------------------------|---------------------------|-----------|---------------------------|---------------------------|---------------------------|-----------|---------------------------|-----------|--|---------------------------|---|---------------------------|---------------------------|-----|
|                                    |   |                           |           |                          | Women who were living in |                           |           |                           | Women who were living out |                           |           |                           |           |  |                           |   |                           |                           |     |
|                                    | All women   |                           | Full time |                          | All women                |                           | Full time |                           | All women                 |                           | Full time |                           | Part time | Number   | Median<br>of the<br>wages | Number  | Median<br>of the<br>wages |                           |     |
|                                    | Number  | Median<br>of the<br>wages | Number    | Median<br>of the<br>wage | Number                   | Median<br>of the<br>wages | Number    | Median<br>of the<br>wages | Number                    | Median<br>of the<br>wages | Number    | Median<br>of the<br>wages | Number    | Median<br>of the<br>wages                          | Number                    | Median<br>of the<br>wages                           | Number                    | Median<br>of the<br>wages |     |
| All occupations <sup>1</sup> ..... | 219   | \$74.35                   | 217       | \$74.55                  | 955                      | \$15.95                   | 953       | \$15.95                   | 192                       | \$12.85                   | 175       | \$13.15                   | 17        | \$5.50   | 460                       | \$3.00  | 27                        | \$0.50                    |     |
| Chambermaid.....                   | 26  | 69.55                     | 26        | 69.55                    | 99                       | 16.20                     | 99        | 16.20                     | 8                         | (?)                       | 8         | (?)                       | -----     | -----  | 1                         | (?)   | -----                     | -----                     |     |
| Chambermaid and waitress.....      | 4   | (?)                       | 4         | (?)                      | 48                       | 15.90                     | 48        | 15.90                     | -----                     | -----                     | -----     | -----                     | -----     | -----  | -----                     | -----   | -----                     | -----                     |     |
| Cleaner.....                       | 1   | (?)                       | 1         | (?)                      | -----                    | -----                     | -----     | -----                     | 2                         | (?)                       | 2         | (?)                       | -----     | -----  | 93                        | 3.00  | 3                         | (?)                       |     |
| Cook.....                          | 66  | 75.00                     | 66        | 75.00                    | 280                      | 16.50                     | 280       | 16.90                     | 36                        | 15.40                     | 36        | 15.40                     | -----     | -----  | 2                         | (?)   | 1                         | (?)                       |     |
| Cook and other duties.....         | 3   | (?)                       | 3         | (?)                      | 21                       | 15.30                     | 21        | 15.30                     | 4                         | (?)                       | 3         | (?)                       | 1         | (?)  | -----                     | -----   | 1                         | (?)                       |     |
| General houseworker.....           | 14  | (?)                       | 14        | (?)                      | 210                      | 14.60                     | 210       | 14.60                     | 89                        | 12.70                     | 88        | 12.70                     | 1         | (?)  | 17                        | 3.00  | 2                         | (?)                       |     |
| Housemaid.....                     | 12  | (?)                       | 12        | (?)                      | 52                       | 15.50                     | 52        | 15.50                     | 8                         | (?)                       | 8         | (?)                       | -----     | -----  | 3                         | (?)   | 1                         | (?)                       |     |
| Laundress.....                     | 8   | (?)                       | 8         | (?)                      | 4                        | (?)                       | 4         | (?)                       | 14                        | (?)                       | 9         | (?)                       | 5         | (?)  | 266                       | 3.00  | 4                         | (?)                       |     |
| Laundress and other duties.....    | 2   | (?)                       | 2         | (?)                      | 1                        | (?)                       | 1         | (?)                       | 8                         | (?)                       | 8         | (?)                       | -----     | -----  | 29                        | 3.00  | 2                         | (?)                       |     |
| Nurse, child's.....                | 21  | 92.50                     | 21        | 92.50                    | 73                       | 17.05                     | 72        | 17.15                     | 4                         | (?)                       | 1         | (?)                       | 3         | (?)  | 1                         | (?)   | 1                         | (?)                       |     |
| Seamstress.....                    | -----   | -----                     | -----     | -----                    | -----                    | -----                     | -----     | -----                     | -----                     | -----                     | -----     | -----                     | -----     | 15   | 2.95                      | -----   | -----                     | 1                         | (?) |
| Waitress.....                      | 20  | 71.65                     | 20        | 71.65                    | 101                      | 16.65                     | 101       | 16.65                     | 2                         | (?)                       | 2         | (?)                       | -----     | -----  | -----                     | -----   | 2                         | (?)                       |     |
| Occupation not reported.....       | 5   | (?)                       | 4         | (?)                      | 15                       | 15.50                     | 14        | (?)                       | 9                         | (?)                       | 7         | (?)                       | 2         | (?)  | 30                        | 3.00  | 3                         | (?)                       |     |

<sup>1</sup> Includes occupations not shown in detail because no group has as many as 15 women.<sup>2</sup> Not computed, owing to the small number involved.<sup>3</sup> Plus car fare.

TABLE 18.—Median of the wages of men employees, by occupation and living status

| Occupation                   | A.—Paid by the month                       |                     |                         |                     |           |                     |           |                     | B.—Paid by the week                        |                     |                         |                     |           |                     |           |                     | C.—Paid by the day, living out, all men |                     | D.—Paid by the hour, living out, all men |                     |
|------------------------------|--|---------------------|-------------------------|---------------------|-----------|---------------------|-----------|---------------------|--|---------------------|-------------------------|---------------------|-----------|---------------------|-----------|---------------------|---|---------------------|--|---------------------|
|                              | Men who were living in, all men, full time |                     | Men who were living out |                     |           |                     |           |                     | Men who were living in, all men, full time |                     | Men who were living out |                     |           |                     |           |                     | Number                                  | Median of the wages | Number                                   | Median of the wages |
|                              |  |                     | All men                 |                     | Full time |                     | Part time |                     |  |                     | All men                 |                     | Full time |                     | Part time |                     |   |                     |  |                     |
|                              | Number                                     | Median of the wages | Number                  | Median of the wages | Number    | Median of the wages | Number    | Median of the wages | Number                                     | Median of the wages | Number                  | Median of the wages | Number    | Median of the wages | Number    | Median of the wages | Number                                  | Median of the wages |  |                     |
| All occupations <sup>1</sup> | 102  | \$90.00             | 125                     | \$85.00             | 71        | \$120.00            | 54        | \$13.00             | 39   | \$21.05             | 115                     | \$20.75             | 65        | \$30.20             | 50        | ( <sup>2</sup> )    | 40                                      | \$5.00              | 86                                       | \$0.50              |
| Butler.....                  | 19   | 90.00               | 1                       | ( <sup>3</sup> )    | 1         | ( <sup>3</sup> )    | -----     | -----               | 11   | ( <sup>3</sup> )    | 3                       | ( <sup>3</sup> )    | 3         | ( <sup>3</sup> )    | -----     | -----               | -----                                   | -----               | -----                                    | -----               |
| Chauffeur.....               | 25   | 110.00              | 31                      | 140.85              | 31        | 140.85              | -----     | -----               | 10   | ( <sup>3</sup> )    | 29                      | 34.70               | 29        | 34.70               | -----     | -----               | 1                                       | ( <sup>3</sup> )    | -----                                    | -----               |
| Furnace man.....             | -----                                      | -----               | 34                      | 12.30               | -----     | -----               | 34        | 12.30               | -----                                      | -----               | 35                      | ( <sup>2</sup> )    | -----     | -----               | 35        | ( <sup>2</sup> )    | -----                                   | -----               | 3  | ( <sup>3</sup> )    |
| Gardener.....                | 19   | 100.00              | 39                      | 100.00              | 27        | 110.00              | 12        | ( <sup>3</sup> )    | 1  | ( <sup>3</sup> )    | 19                      | 27.10               | 15        | 28.75               | 4         | ( <sup>3</sup> )    | 21                                      | 5.00                | 41                                       | .55                 |
| House man.....               | 21   | 72.50               | 2                       | ( <sup>3</sup> )    | 2         | ( <sup>3</sup> )    | -----     | -----               | 8  | ( <sup>3</sup> )    | 6                       | ( <sup>3</sup> )    | 6         | ( <sup>3</sup> )    | -----     | -----               | 2                                       | ( <sup>3</sup> )    | 5  | ( <sup>3</sup> )    |

<sup>1</sup> Includes occupations not shown in detail because no group has as many as 15 men.  
<sup>2</sup> Under \$5.

<sup>3</sup> Not computed, owing to the small number involved.  
<sup>4</sup> Includes 1 part-time worker.

Of the women paid by the week and living in, 953 were full-time workers. The median of their wages is \$15.95, in addition to living. The occupations with as many as 15 women reported have medians as follows: General houseworker, \$14.60; cook and other duties, \$15.30; housemaid, \$15.50; chambermaid and waitress, \$15.90; chambermaid, \$16.20; waitress, \$16.65; cook, \$16.90; child's nurse, \$17.15. For the 175 full-time workers who were reported as living away from their place of work the median is \$13.15—a decrease of \$2.80. The general houseworkers in this group averaged \$12.70 and the cooks \$15.40. As compared with these figures, the median wage of the 39 men full-time workers who were paid by the week and lived at their place of work was \$21.05, and of the 65 who lived away from their place of work the median rose to \$30.20, an increase of \$9.15. In the group last mentioned gardeners averaged \$28.75 and chauffeurs \$34.70.

A great difference was noted in median wages of women and men who were paid by the day. Practically all the employees on this basis of pay lived away from the place of employment. The median of the day's wages of the 460 women reported, 295 of them laundresses, was \$3; of the occupations with 15 or more women, only seamstresses averaged less than \$3, their median being \$2.95. Most of the laundresses were paid \$3 and car fare. For the 40 men paid by the day and living out, practically all working full time, the median was \$5. Twenty-one of these were gardeners. The median rate of pay per hour was the same for women and men employees—50 cents. More than three times as many men as women were hour workers; practically half were gardeners, their median being 55 cents.

The summary following shows the medians according to sex, living status, and pay period, but not by occupation.

|              | Women     |                     |            |                     | Men       |                     |            |                     |
|--------------|-----------|---------------------|------------|---------------------|-----------|---------------------|------------|---------------------|
|              | Living in |                     | Living out |                     | Living in |                     | Living out |                     |
|              | Number    | Median of the wages | Number     | Median of the wages | Number    | Median of the wages | Number     | Median of the wages |
| Monthly..... | 217       | \$74.55             |            |                     | 102       | \$90.00             | 71         | \$120.00            |
| Weekly.....  | 953       | 15.95               | 175        | \$13.15             | 39        | 21.05               | 65         | 30.20               |
| Daily.....   |           |                     | 460        | 3.00                |           |                     | 40         | 5.00                |
| Hourly.....  |           |                     | 27         | .50                 |           |                     | 86         | .50                 |

### Wages of women in five selected occupations.

An analysis of monthly wages in the five occupations having the greatest numbers of women paid on a monthly or a weekly basis—cook, general houseworker, chambermaid, waitress, and child's nurse—emphasizes the fact, already noted, that the women who lived in had a higher wage than had those who lived out. The number of women reported by the householders in these occupations comprised well over one-half of the women in the study and wage data were reported for almost all of them. Furthermore, these occupational groups represented about three-fourths of the number of women employees for whom payment of wages was reported as on a monthly or a weekly basis. For this section of the report weekly wages have

been converted to a monthly basis and the discussions following cover the monthly wage, whether reported or computed, of the women who worked full time in the five occupations specified.

TABLE 19.—*Minimum, maximum, and median of monthly wages of women in five selected occupations, by living status*

| Occupation and living status | Number of women | Monthly wages |         |        |
|------------------------------|-----------------|---------------|---------|--------|
|                              |                 | Minimum       | Maximum | Median |
| Cook:                        |                 |               |         |        |
| Living in.....               | 346             | \$40          | \$130   | \$70   |
| Living out.....              | 37              | 30            | 105     | 63     |
| General houseworker:         |                 |               |         |        |
| Living in.....               | 224             | 25            | 95      | 61     |
| Living out.....              | 89              | 25            | 80      | 54     |
| Chambermaid:                 |                 |               |         |        |
| Living in.....               | 124             | 30            | 90      | 67     |
| Living out.....              | 8               | 40            | 65      | (1)    |
| Waitress:                    |                 |               |         |        |
| Living in.....               | 121             | 30            | 130     | 69     |
| Living out.....              | 2               | 55            | 90      | (1)    |
| Nurse, child's:              |                 |               |         |        |
| Living in.....               | 93              | 30            | 130     | 77     |

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

Of the 401 cooks, living status and wage data on a monthly basis could be tabulated for all but 18. Of those for whom information was reported, 346 were living in and 37 were living out. For the former group, the median of the wage is \$70; for the latter, \$63. The median is the midpoint of the wages—half the women receiving more and half receiving less than the amount stated. The range of pay for those living in is from \$40 to \$130; for those living out it is from \$30 to \$105.

Wage data and living status were reported for 333 general houseworkers, but as 19 of these women were paid on a daily or an hourly basis and 1 was a part-time worker, they are not included in this discussion of monthly wages. Of the 313 for whom information was available, 224 were living in and 89 were living out, the medians of their monthly wages being \$61 and \$54, respectively. The variation in the wages reported for the two groups is interesting; for those living in, the amounts extended from \$25 to \$95; for those living out, from \$25 to \$80.

Of the 132 chambermaids having living status and the amount of wage paid monthly or weekly reported, 8 lived away from their places of employment. For those living in, the median of the monthly wage is found to be \$67, the amount of pay these women received ranging from \$30 to \$90. For those living out the range was from \$40 to \$65.

There were 132 women employed as waitresses, and living status and wage data—that is, a monthly wage or a weekly wage that might be converted to a monthly basis—were available for 123, all but 2 of whom were living in. For those living in (121), the median of the wages is \$69, the range being from \$30 to \$130.

Wage records of 12 of the 106 children's nurses included in this study either were not reported or were too incomplete to include in a tabulation of monthly wages and living conditions. The median of the wages of the 93 who lived in was \$77, the highest amount in the

five selected occupations. The range of wages of the women in this group was the same as for waitresses—from \$30 to \$130.

#### **Relation of length of service to monthly wage.**

For women in the five occupations under discussion, when length of service was correlated with the monthly wage, it was evident that experience on the job did not always mean a higher wage. The medians computed for women living in who were reported as on the job under 6 months, 6 months and under 2 years, or 2 years and over emphasize this fact. (For table on length of service see p. 46.)

As before stated, the median of the wages of the 346 cooks who lived in was \$70 in addition to living; for the 37 who lived out, it was \$63. Unpublished data show that there was little change in the median wage when the women living in were classified according to length of service. For all but 4 of these women the time on the job was reported. For the 79 cooks with their present employer less than 6 months the median of the monthly wage was \$70; for the 112 who were 6 months but less than 2 years on the job, \$71; and for the 151 who had been with their present employer 2 years or more it was \$70. There is a slight increase in the medians of the wages of the children's nurses, \$75 being the amount computed for the women who had been in their present job 6 months but under 2 years and \$79 for those with their present employer 2 years or over. In the case of the waitresses, the opposite is true: The median of the monthly wage of the women who had been with the present employer 2 years or more—\$69—was \$2 less than the median of the women who had been on the job less than 6 months.

The fact that women working less than six months were in some cases getting slightly higher wages than those who had been with the present employer as long as two years has little significance. Naturally, the relation of supply and demand in the field of household employment makes it possible for new and untrained workers to demand higher wages than those given to some employees on the job at least two years but not rewarded by an increase.

#### **Increases in pay.**

Slightly more than two-thirds of the 954 householders made some statement in reply to the inquiry regarding increases in pay. Approximately one-fourth of these reported that they gave no increase to their workers, 16 stating as the reason that they "hired experienced help only." More than one-half of the 500 employers who reported giving increases gave no definite information regarding the amount or the time elapsing before such increase was given. Of those who did give definite information, one-half reported an increase based on efficiency and one-sixth an increase to meet the current wage scale or because the employee requested it.

Of the 81 employers who reported specifically as to the amount and time of increase the plans varied greatly. More than one-fourth of these increased weekly wages by \$1 each year, and one-fifth reported a similar increase, \$1 a week, but did not specify for what period of service the increase was given. The amounts of increase given varied considerably—some gave 50 cents a week and one householder advanced her employees \$10 a month. Sufficient information for a complete interpretation of these varying practices is lacking.

**Payment for overtime.**

The attitude of some of the householders toward overtime seems peculiar. Thirty-nine of the 655 employers who answered this inquiry said that they had no overtime work—6 of these explaining that when extra work was necessary, additional help was employed. The other 33 no doubt agreed with the employer who stated that she paid for her employees' time and expected them to work for her whenever she needed them, regardless of hours. From her standpoint there was no such thing as overtime.

Nearly three-tenths of the 655 employers reported that they paid nothing extra for overtime work. About one-seventh made some payment but did not report how much. More than three-tenths stated that they paid the same rate as for regular time to workers employed by the day or hour and less than 1 per cent reported double pay for overtime to such employees. Other payment plans for overtime work were used by 96 employers; some gave time off in exchange for overtime, while quite a number gave gifts of money or something else. The remaining 23 householders had more than one overtime policy. Fourteen gave no extra pay for overtime to employees living in, though they paid employees living out a straight rate of pay or an extra rate; others gave tips or time off to the workers who lived in and a straight rate of pay or an extra rate to those who lived away from their work.

**TRAINING AND EXPERIENCE****Training.**

Some people think that domestic work is easy and requires neither skill nor training. This is untrue. The domestic worker is a home maker, and a good general education and special training are as valuable for her as for wife or mother. But what training is required and how should it be obtained?

A consideration of the importance of some training in the household arts shows how helpful a course in the minimum essentials of efficient housekeeping would prove to all women entering domestic service. Many schools have courses that fit girls for such work. No inquiry regarding school training was made on the questionnaire. The only questions asked were whether the employee had had training, and if so, whether it had been received in her own home or with a former employer.

Any training that a girl may receive, either in her own home or in school, is of lasting value to her, whether she remains at home or is an employee in domestic service. It is essential that the girl form habits of cleanliness, order, accuracy, and so forth, and develop skill in the performance of even simple household duties as far as she is able to do so. In addition to the public schools, that furnish so much free of charge, there are private schools in which workers may receive training that will be of benefit to them.

However, the usual method is the hit-or-miss way of learning on the job. This means in many cases that a young worker having a poor start with a very low wage never gets a fair chance. Is it any wonder that workers seem helpless, anxious, and fearful of doing the wrong thing when they have had no training in the work? But there are some employers who maintain that training is of little value, that it is only actual experience which is of any worth.

An analysis was made of the training of 1,078 women in the five selected occupations. This tabulation (unpublished) gives data for 386 cooks, 337 general houseworkers, 131 chambermaids, 123 waitresses, and 101 children's nurses. The questionnaires show that all but 6 per cent of these had had some previous training for their jobs. Seven-tenths had received their training from a former employer, practically all of the remainder being fairly evenly divided between those who had been trained in their own homes and those who had received training both at home and from a former employer.

### Length of service.

Domestic service is considered commonly to be work in which the personnel is constantly changing, but an analysis of the data reported for 1,103 women employed in the five selected occupations shows a trend on the part of these workers to remain in their jobs over a considerable period of time.

TABLE 20.—Time with present employer—women in five selected occupations

| Occupation               | Women  |          |                                  |          |  |          |                               |          |
|--------------------------|--------|----------|----------------------------------|----------|--|----------|-------------------------------|----------|
|                          | Total  |          | Less than 6 months with employer |          | 6 months and less than 2 years with employer |          | 2 years or more with employer |          |
|                          | Number | Per cent | Number                           | Per cent | Number                                       | Per cent | Number                        | Per cent |
| Total.....               | 1,103  | 100.0    | 250                              | 22.7     | 376  | 34.1     | 477                           | 43.2     |
| Cook.....                | 393    | 100.0    | 91                               | 23.2     | 126  | 32.1     | 176                           | 44.8     |
| General houseworker..... | 341    | 100.0    | 86                               | 25.2     | 116  | 34.0     | 139                           | 40.9     |
| Chambermaid.....         | 138    | 100.0    | 28                               | 20.3     | 49   | 35.5     | 61                            | 44.2     |
| Waitress.....            | 123    | 100.0    | 25                               | 19.5     | 36   | 28.1     | 67                            | 52.3     |
| Nurse, child's.....      | 103    | 100.0    | 20                               | 19.4     | 49   | 47.6     | 34                            | 33.0     |

From Table 20 it appears that the largest group, 43.2 per cent of the women, had been with their employers two years or more. This indicates a considerable degree of stability. As a group the children's nurses seemed less stable and the waitresses more stable than the average.

### EMPLOYERS' LABOR POLICIES

Of equal importance to employer and employee is the policy in hiring and firing. Many householders who employ domestic workers approach the question in a very haphazard fashion, not applying any principles of scientific management to the procuring or holding of such help. Humaneness in the relation of the employer to the worker, and in return efficiency in the work performed, would work a transformation.

### Hiring.

In an analysis of employment, methods of obtaining workers are very important, and this is particularly true in a study of domestic employment. Some of the householders in this study reported that they secured workers through former employees, others used employment agencies, and still others got help through advertising. The first method was acceptable to a number of the employers, as is evidenced by such comments as the following:

My help has been obtained through previous employees. In a convenient, considerate home no other means is necessary in my opinion.

One maid brings another. At present there are three from one family, and another maid is bringing her sister.

The "reference" has always been the maid who left. She knows our conditions and who will be likely to suit us. She takes pride in getting us someone who is capable and honest.

*Investigation of references.*—As will be seen from Table 21, more than four-fifths of the employers replied to the query regarding the investigation of references.

TABLE 21.—Employer's policy with regard to references

| Policy with regard to references             | Employers |          |
|--|-----------|----------|
|  | Number    | Per cent |
| Total.....                                   | 954       |          |
| Total not reporting.....                     | 156       |          |
| Total reporting.....                         | 798       | 100.0    |
| Investigation of references.....             | 719       | 90.1     |
| By telephone.....                            | 320       | 40.1     |
| By telephone and employment bureau.....      | 158       | 19.8     |
| By telephone and in person.....              | 82        | 10.3     |
| In person.....                               | 73        | 9.1      |
| Employment bureau.....                       | 28        | 3.5      |
| Other and not reported.....                  | 58        | 7.3      |
| No references required.....                  | 43        | 5.4      |
| Recommendation of former employes.....       | 19        | 2.4      |
| Recommendation of friends and neighbors..... | 17        | 2.1      |

Of the 798 employers reporting, slightly more than 5 per cent did not require references and another small proportion (4.5 per cent) accepted the recommendations of former employers or of neighbors or friends. As many as 90 per cent (719) of the householders reporting on this subject investigated references. Two-fifths of these (320) stated that they used only the telephone as the means of securing information, one-half as many (158) used the telephone and employment bureaus, and one-fourth as many (82) used the telephone and made inquiries in person as well. Only 28 reported that they depended solely on employment bureaus.

Standardization in the policy of giving and securing references regarding household employees is much to be desired. A reference requires time and thought. It should be a clear, impersonal statement, emphasizing the worker's abilities and limitations, and no personal prejudices should be allowed to affect it. If this condition could be arrived at on the part of those giving a reference, there would be a very much more earnest attitude on the part of those seeking one. In a report of the Women's Bureau, based on the records of the Domestic Efficiency Association of Baltimore, Md., for 1923,<sup>4</sup> interesting facts regarding references are presented. The conflicting

<sup>4</sup> U. S. Department of Labor. Women's Bureau. Domestic Workers and Their Employment Relations. Bul. 39, 1924, pp. 42-51 and 54.

references often given an employee by different householders show how haphazard is the whole method of getting and giving references and how complicated is the situation for both applicants and householders.

Since the opinions of individual employers may and do vary, it is an ultimate hope that there may be worked out by employment bureaus, especially the noncommercial bureaus, some means of (1) evaluating the evidence secured in regard to individual employees and (2) giving to the employer seeking help some definite information in regard to the skill, aptitude, and personality of the applicants. Equally important is the inquiry regarding the type of home in which an employee will be placed and the requirements of the household living there. Such a record should be kept on file in the agency. It is only through a mutual understanding of the home and the worker that adequate placement can be accomplished.

The following are interesting examples of the opinions of employers in regard to references.

I find that many persons give references in order not to offend the worker. The workers I have had worked for friends in the neighborhood. I observe their competency and act accordingly.

I have found that references do not count much.

Have seldom found that former employer was willing to tell the whole or even a valuable part of truth about a dismissed servant.

Some of the best help I have had had no references.

I do not care for references from employment bureau, as they are not always truthfully given; prefer to ascertain from last employer.

### **Firing.**

Of interest to both employer and employee is the dismissal procedure of the households included in the study. From the employer's standpoint the real question is whether or not notice of leaving is given by the employee. From the employee's standpoint the important factor is the employer's policy; that is, whether the practice is to give (1) notice without any wages in advance, (2) wages in advance but no notice, and (3) both notice and wages in advance.

The table following shows that of the 814 householders who replied to this inquiry, 503 reported that they gave their employees notice, though 92 of these did not specify how long in advance such notice was given.

More than three-fifths of the householders reporting on this subject gave an employee notice in advance. For about one-fifth of these the extent of such notice was not reported. Of the 411 who did report the length of time, two-thirds notified employees one week and more than one-seventh notified them two weeks before the time of leaving. Less than 4 per cent of the householders stated that they gave wages in advance, but no notice; the majority of these did not specify the time that this advance covered. About one-fourth of the number reporting gave both notice and advance wages. As in the case of those who gave notice only, approximately two-thirds gave one week's time and more than one-sixth gave two weeks. Eleven of the 814 employers reported that they gave their employees as much as a month's notice.

TABLE 22.—Employer's policy with regard to dismissal procedure

| Dismissal procedure                         | Employers        |          |
|---|------------------|----------|
|   | Number           | Per cent |
| Total.....                                  | 954              |          |
| Dismissal procedure not reported.....       | 140              |          |
| Dismissal procedure reported.....           | 814              |          |
| Notice given.....                           | 503              |          |
| Time not specified.....                     | 92               |          |
| Time specified <sup>1</sup> .....           | 411              | 100.0    |
| Less than 1 week.....                       | 7                | 1.7      |
| 1 week.....                                 | 278              | 67.6     |
| 1 week plus.....                            | 47               | 11.4     |
| 2 weeks.....                                | 63               | 15.3     |
| "2 weeks and over".....                     | 16               | 3.9      |
| Wages in advance given.....                 | 29               |          |
| Time not specified.....                     | 19               |          |
| Time specified.....                         | 10               |          |
| Both notice and advance wages given.....    | <sup>2</sup> 202 |          |
| Time not specified.....                     | 28               |          |
| Time specified <sup>1</sup> .....           | 174              | 100.0    |
| Less than 1 week.....                       | 3                | 1.7      |
| 1 week.....                                 | 113              | 64.9     |
| 1 week plus.....                            | 21               | 12.1     |
| 2 weeks.....                                | 30               | 17.2     |
| "2 weeks and over".....                     | 7                | 4.0      |
| Neither notice nor advance wages given..... | 6                |          |
| Employees never dismissed.....              | 74               |          |

<sup>1</sup> Vague answers, as 1 week or more, 1 week to a month, are indicated by the word plus.

<sup>2</sup> The number of householders reporting this unusual custom probably is due to a misunderstanding of the inquiry. It may include cases of giving notice to some employees and advance wages to others.

The table following shows that a smaller number of the householders replied to the question regarding the employees giving notice than had furnished information on this subject from the employer's point of view.

TABLE 23.—Employer's statement with regard to notice given by employees

| Notice given by employees        | Employers |          |
|----------------------------------|-----------|----------|
|                                  | Number    | Per cent |
| Total.....                       | 954       |          |
| Information not reported.....    | 235       |          |
| Information reported.....        | 719       |          |
| No notice given.....             | 122       |          |
| No change in employees.....      | 11        |          |
| Notice given—total.....          | 586       |          |
| Time not reported.....           | 151       |          |
| Time reported <sup>1</sup> ..... | 435       | 100.0    |
| 1 day to 2 weeks.....            | 2         | .5       |
| Less than 1 week.....            | 37        | 8.5      |
| 1 week.....                      | 251       | 57.7     |
| 1 week plus.....                 | 57        | 13.1     |
| 2 weeks.....                     | 37        | 8.5      |
| 2 weeks plus.....                | 10        | 2.3      |
| 1 month.....                     | 6         | 1.4      |
| 1 month plus.....                | 4         | .9       |
| 2 months or more.....            | 4         | .9       |
| Until place is filled.....       | 21        | 4.8      |
| Mutual agreement.....            | 6         | 1.4      |

<sup>1</sup> Vague answers, as 1 week or more, 1 week to a month, are indicated by the word plus.

About one-sixth of the 719 householders reporting stated that employees gave no notice at all when they decided to leave. Approximately three-fifths of the employers who reported the extent of notice given by their workers said one week was the practice, and about one-eighth had been informed more than one but less than two weeks in advance. Of special interest was the fact that 21 householders reported that their employees continued on the job after giving notice until someone could be secured to take their places.

### **Vacations.**

The need of a vacation for the wage earner is recognized in theory but not always in practice. Many employers give vacations to workers who have served in an occupation for a certain specified time—usually a minimum of one year. The data collected in this study indicate that in domestic work the policies of employers vary greatly. Of the 785 employers who replied to this question, 46, or 6 per cent, gave no vacation. A few described more than one policy, usually according to occupation, and 32 families reported as being away in the summer had different methods of compensating their employees for this time.

There were 739 employers who reported that they gave vacations to some or all of their workers. Of the 728 householders included, approximately five-sixths paid wages for the whole of the time the workers were on vacation. One-twelfth paid wages for part of the time. Less than 7 per cent (6.5) of them reported that they gave no pay at all during vacation time.

For those who gave vacations with pay the length of time varied from less than 1 week to 3 months. The largest number in any one group—nearly one-half—gave 2 weeks. About one-fourth gave 1 week; others, 1 but less than 2 weeks, or 2 but less than 3; some gave 3 weeks, and others a month. Seven reported giving as much as 2 months. Of the 60 householders who gave employees vacations with part pay, 1 gave a week and another 3 months with half pay. By far the largest group, 33, gave 2 weeks—1 with pay and 1 without.

The questionnaires covered 32 families ordinarily out of town in the summer; a number of these gave their employees full pay during that time, some half pay, and some one-third of their pay, while other employers let them have their rent free. Although housework is not usually considered a seasonal occupation, the departure of families from their homes for the whole summer or winter, as the case may be, puts household work for the employees in these homes on a more or less seasonal basis.

## Part II.—THE EMPLOYEE'S QUESTIONNAIRE <sup>1</sup>

The form of the employee's questionnaire was decided upon after a careful consideration of the forms used by organizations in studies of household employment. This questionnaire was circulated by non-commercial employment agencies and by socially minded employers who had replied to the employer's schedule.

There were answers from 76 employees.<sup>2</sup> All but 2 of these were women, the exceptions being negro men. All but 14 of the 74 women were negroes. Eleven of the 14 white workers were of foreign birth.

### Personal data.

Of the 67 women who reported as to age, three-fifths were 20 and under 30; about one-third were 30 or over; only 3 were under 20.

Well over one-half of the women reporting marital status were single. Approximately three-tenths were married, and one-sixth were widowed, separated, or divorced. These proportions are very similar to those found in the section analyzing the data reported by the employers (see p. 13). A much larger proportion of negro than of white women were married—33.3 per cent as compared with only 7.1 per cent. In the United States the number of women 15 years of age and over in domestic and personal service decreased one-eighth from 1910 to 1920, while the proportion of such women who were married rose from 26.6 per cent to 29.4 per cent in that decade.<sup>3</sup>

All the women reported their occupation. General houseworker was the most popular, for this class included three-fifths of the women. Cook, maid, chambermaid and waitress, chambermaid, and housekeeper were the other occupations reported.

Practically all the women reported place of abode and nearly two-thirds of them lived at their place of work. These constituted a larger proportion of the white women than of the negro. Eleven of the 13 white women reporting on the subject, in contrast to 21 of the 50 negro women, stated that they preferred to live at their place of work. Since most of the white women were foreign born, it is likely that these workers were seeking a home as well as a job.

Of 31 women replying to the question as to whether or not they had children, 17 stated that they had, the number ranging from 1 to 7. Only one mother reported as many as 7.

More than two-thirds of the women who answered this inquiry had children, parents, or other relatives dependent upon them for support. The numbers ranged from 1 person to as many as 10. A much larger proportion of the negro than of the white women had dependents—nearly three-fourths as compared with about two-fifths. The great majority of the women having dependents supported or helped to support 1, 2, or 3 persons in addition to themselves, but there was one

<sup>1</sup> See p. 82.

<sup>2</sup> The number of employees who answered this questionnaire is so small that it was not deemed advisable to print any of the tables in this section of the report. These are available to any interested person who will apply at the Women's Bureau of the U. S. Department of Labor.

<sup>3</sup> U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, Table 3, p. 693.

negro woman who stated that she had 9 persons dependent on her and another who claimed she had 10.

A correlation of marital status and home responsibility shows that a larger proportion of the single women than of those who were or had been married were caring for dependents.

### Schooling.

Information in regard to schooling shows that the largest number of women employees had completed at least the seventh grade. None of the white employees had gone beyond the second year of high school. Sixteen negro girls reported high-school attendance; 6 of these had completed the first or second year of high school, 5 the third or fourth year, 2 did not report the year they left high school, 2 had attended a university, and 1 a normal school. The wages received by the three last mentioned would indicate that in domestic service as in other lines of work education is an advantage; these three—a cook, a general houseworker, and a chambermaid and waitress—reported their week's earnings as \$21.50, \$17.50, and \$15, respectively.

### Hours.

A workday as long as 12 hours was the schedule reported by a little over two-thirds of the 38 women living in. One negro cook had a day of 14½ hours. Of those whose day was less than 12 hours only 1 worked less than 8 hours.

Only 2 of the 44 women reporting as to time off had 1 full day a week; 1 reported 1 day off every other week, and 20 had no break in their regular weekly schedule. Three had a workday of more than 8 hours on Thursday. Of those who reported their Sunday hours, 26 stated that they worked as long on Sunday as on the other days of the week; 11 worked less than 8 hours on that day, 5 from 8 to 13 hours, and 2 had every other Sunday off.

Of the 23 women living out who reported definitely as to usual daily hours, 9 had a day of 12 and under 14 hours. Of 24 reporting on time off, a free day on Thursday or some other weekday was given to 2 women, but 13 had a Thursday as long as other days. Six women did not have to work on Sunday, but 10 of the 24 worked the same hours on Sundays as on weekdays.

The hour of beginning work was reported definitely by 55 women. Three-fifths of these came on duty between 7 and 8 a. m. and about one-fifth between 8 and 9. Six stated that their day's work was begun between 6 and 7. Almost one-half of the 47 who reported the time they stopped work went off duty between 7 and 8 p. m. and one-third stopped between 8 and 9 o'clock.

### Wages.

As was seen in the data derived from the employers' schedules (see p. 40), the women who lived away from their work had a median of earnings slightly smaller than that of women who lived in, besides losing the value of room rent, laundry, and some meals. For the 72 women who reported as to the wages received the median for the week is found to be \$14.80; for the 47 women who lived in, the median is \$15.25, while for the 25 who lived out it is \$12.70. The 14 white women show a median of the weekly wage slightly higher than that of the 58 negro women—\$15.35 as compared with \$14.50.

**Relation of previous domestic jobs to present occupation.**

A correlation of the present occupation and the domestic jobs that had been held was possible for 63 women. Among the white women, who constituted about one-fifth of the number reporting, one cook had served in previous jobs as cook, as chambermaid, and as waitress; one of the three chambermaids and waitresses stated that at various times she had been cook, chambermaid, general houseworker, lady's maid, and parlor maid. The negro workers were principally general houseworkers or cooks. Those who were general houseworkers had been cook, nurse, chambermaid, waitress, cleaner, laundress, child's nurse, and general houseworker. One negro worker whose present occupation was reported as housekeeper had served as cook, chambermaid, and waitress. It would appear that the experience she had gained on these former jobs had been valuable to her in filling her present position. A woman whose present work was chambermaid and waitress had served as cook, lady's maid, parlor maid, and general houseworker.

**Number of domestic-service jobs held.**

The number of jobs held by the 57 women who reported on this subject ranged from 1 to 16. One-fourth of the women had had three jobs and not far from one-sixth had had four. The kinds of jobs bear out the conclusion already reached, that many of these workers shifted from one type of occupation to another.

**Time in domestic service and number of jobs held.**

The workers who answered the employee's questionnaire were for the most part women who had had years of experience in domestic employment. Almost equal proportions of women—24 or 25 per cent in each case—had worked under 5 years, 5 and under 10 years, 10 and under 15 years, and 15 years and over. Taking into consideration the fact that almost three-fourths of the workers in a group as small as that answering this questionnaire had spent at least 5 years in domestic service, and that 11 women had been so employed for 20 years or more, it seems safe to assume that household employment is a life occupation for many of the women entering it. It is all the more important, therefore, that workers be given training and opportunities for advancement on the job.

The women with as much as 20 years' experience in this line of work were all negroes, and one of these had been in domestic service 34 years.

A correlation of occupation, wage, and length of time in domestic service as reported by the employees serves to emphasize the facts appearing in the tabulation of the answers of the employers concerning the women in five chief industries. (See p. 44.) A negro general houseworker whose experience fell within the 10-and-under-15-year class was receiving \$8 and under \$9, and this was also the wage of a woman in this occupation who had worked as long as 20 years, while two who had been at work less than a year were receiving \$12 and under \$13 and \$9 and under \$10 a week. Length of time in a specified field is of significance only if the experience gained increases ability.

**Reason for leaving previous job.**

The reasons the women gave for leaving their previous jobs were as follows:

|                              | Number of<br>women |
|------------------------------|--------------------|
| Did not like employer.....   | 2                  |
| Hours unsatisfactory.....    | 2                  |
| Work too hard.....           | 4                  |
| Work temporary.....          | 2                  |
| Illness.....                 | 6                  |
| Marriage.....                | 2                  |
| Wages unsatisfactory.....    | 12                 |
| Moved.....                   | 4                  |
| Home duties.....             | 1                  |
| Let off.....                 | 6                  |
| Discharged.....              | 2                  |
| Trouble with other help..... | 1                  |
| Miscellaneous.....           | 4                  |
| Total.....                   | 48                 |

The predominance of the wage factor is apparent. It will be remembered that the median of the earnings was \$14.80.

It must be kept in mind, further, that these were the reasons given by employees. It is obvious that the underlying causes that motivated these workers in changing their occupations could be ascertained only through a very intensive study of both employer and employee.

**Amount of notice given by employer and employee prior to dismissal or leaving.**

In the majority of cases (57.1 per cent) the employees reported one week as the extent of notice given by themselves or by their employers. In other words, whether a worker was dismissed or left a place of her own accord, one week's notice was the most common practice on termination of a job. Only 4 of the questionnaires stated that no notice had been given; in 2 of these the worker was discharged, in 1 the employee herself was ill, and in the other the woman's husband was taken ill.

### Part III.—NONCOMMERCIAL EMPLOYMENT AGENCIES

As a follow-up of the study of household employment, a subcommittee of the Philadelphia Council on Household Occupations called a conference of noncommercial employment agencies in Philadelphia in March, 1930. Thirteen agencies responded and gave outlines of their work, and later the subcommittee made visits to the employment offices. Four of the 13 agencies placed negro help only, both men and women or only women. Three others were branch offices of the Young Women's Christian Association and placed women only—negro and white alike, though one of them dealt only with certain specified positions, such as working housekeepers, practical nurses, children's nurses, and companions. Two—the Junior Employment Service, connected with the city school system, and the State employment bureau—were under public auspices. Of the remainder, one was connected with a church mission, one with the Family Society, another placed trained women (managing housekeepers, governesses, practical nurses, and companions) in part-time jobs, and the last was connected with a manual training and industrial school for negro youth.

Of the four agencies that placed negro help only, two reported in detail to the conference. One of these served men and women, the other women only. The first mentioned placed negro workers in various types of industrial employment and household work. Its register showed that 162 of its women applicants in 1928 found jobs, and that 262 persons were placed in 1930. The secretary secures references concerning the workers. An effort has been made by this agency to maintain the following standards of wages for household workers:

- \$12 minimum for full-time work with no laundry.
- \$15 minimum for full-time work with laundry.
- \$8 minimum for half-time work.
- \$17 standard for adequate service.

No attempt has been made to standardize hours for full-time work, though six hours has been set as the maximum for half-time work. A very high labor turnover was reported by this agency, a little over one month being the average length of time that workers it placed stayed on the job. Reasons for the constant changing of jobs were given as—

- Desire to have evenings free.
- Hope to get better job.
- Unreasonable demands made.

The second agency placed negro women. It was not so well organized for this work as was the one just described, and it placed fewer girls. No attempt was made at standardization of hours and wages. A character reference for the worker was given to the employer, and some investigation was made of the home surroundings in which the worker was to live. The home of which this agency is a part had recently organized a class in which domestic workers were given specialized domestic training on their free half-day. The classes were directed by volunteer teachers of home economics. It

was hoped that the public-school system eventually would take charge of this work.

The employment departments of the three branches of the Young Women's Christian Association that reported to the conference outlined their placement policies. As stated, two of these agencies placed all types of women workers, while the third restricted its field to certain occupations. Among those who applied for household employment at this last-named agency were young, inexperienced girls seeking their first jobs, as well as older women—many of whom were educated and refined—who found it impossible to get other work.

The households in which the workers applying to these three agencies were placed were as varied as the employees themselves. Some were homes of employed couples in which a domestic worker did all the work; some were those in which an employee was engaged on a part-time basis; and some were homes in which several workers were employed.

Though a reference was required of the employee from a former employer or friend, no attempt was made to secure any such reference for the employer, usually the only contact with her being that made by the secretary by telephone.

One of these agencies reported no minimum standards of pay. Another reported a standard of 40 to 65 cents an hour for hour workers, \$3 and car fare for day workers, and from \$8 to \$25 or \$30 for women paid by the week, while the third set a daily rate of from \$2.50 and car fare to \$3 for house cleaning, and from \$8 to \$15 a week for those employed full time in domestic service.

During 1929 the three branches had placed 3,332 women, the numbers being respectively 1,660, 1,418, and 254. An indication of the number of placements made as compared with the number of applicants for work is revealed in the figures given by the second of these branches. Its record showed that 2,308 women had been sent out to apply for work, and that 1,418 (61.4 per cent) had secured jobs.

The records of the Young Women's Christian Association as well as those of the other agencies showed that the turnover among domestic workers placed by them was high. No record was kept of the duration of each worker's job, but replacements were known to be made frequently. If any difficulty arose it was the policy of this organization to place the worker in a new situation, provided there was no serious offense such as dishonesty. If the employer was found to be at fault, her name usually was dropped from the list.

One of the branches recommended that better training be given to household employees, so that they could demand better wages. The agency felt that employers should have a greater sense of obligation to their employees and to the agencies that serve them. It stressed most of all the need for clubs of household employees as being vitally important to building up the morale of the workers.

The chief function of the bureau of part-time work was the placing of professional and other trained women of experience who sought jobs that were less than full time. Less than 10 per cent of the 599 placements that this agency made in 1929 were in household employment, and, as already stated, only managing housekeepers, governesses, practical nurses, and companions were included. No reference was required from the employer, and though one had to be presented by the employee, no formal follow-up work was done in regard to the job. This agency had no definite standards for hours or wages.

The two public agencies equipped to fill household-service positions were the State employment bureau and the bureau in the Junior Employment Service responsible for giving out permits to very young workers. The former, a free employment bureau, placed all types of workers. References for applicants were obtained by telephone, but, as in other agencies, none were required of the employers. There was no definite standard as to wages or hours. No figures regarding the number of placements made in a year were available, but it was stated that there were more calls than could be filled, especially for semi-skilled cooks.

The Junior Employment Service issues working certificates to children 14 to 16 years of age who have completed the sixth grade of school and, because of financial necessity, must seek employment. When children of these ages apply for domestic-service permits, this agency places them in homes that have been investigated by the social-service department of the bureau.

Only homes that in the judgment of the social worker will safeguard the needs of the child are supplied with workers. From the facts shown on the personnel card in the agency file the social worker is able to place each child in a position suited to his or her needs. Two references are required of the employer—one must be from the family physician, since it is felt that he must know the family well—before any placement is made. Each case is considered individually; no general standards are set up. One of the workers in this agency reported that the placing of the children given domestic permits is more difficult than any other placement work. Notwithstanding the care taken by the agency, there is exploitation of children; often they are required to do work that is beyond their strength. It is the hope of those connected with the bureau to dispense with this kind of placement.

From the foregoing analysis of the policies of the noncommercial employment agencies it is evident that no definite standards of working conditions for employees have been evolved. Some have made an attempt at standardization of wages, but none of hours nor of working or living conditions. Until some standards in regard to these can be established little hope of bettering the lot of the household employee through such agencies can be held out.

As a plan to improve conditions in the employer-employee relationship in the home the following suggestions for agencies are made:

Cards of information, one for the employer and one for the employee, should be filed by every agency doing placement work. Much of the information concerning the employer could be obtained in the personal interview, and these facts could be amplified after the householder was visited in her home.

To have complete data regarding the employer and the home in which the worker will be employed is as important as to have detailed information regarding an employee. The placement secretary would be better enabled to visualize the job and the worker, and the placement would undoubtedly prove more satisfactory to all concerned.

It is hoped that greater stability and reliability on the part of the worker would result, with a decreased labor turnover and greater satisfaction to all parties. This is a plan that it should not be difficult for properly functioning employment agencies and cooperative employers to put into effect.

## Part IV.—CASE HISTORIES

To secure examples of various standards of living and the policies of different families in regard to household employment and management, a number of the households from which the questionnaires were received were visited. The information reported from these home visits was obtained through interviews with employers. It included facts as to the family composition, the number of workers employed, the wages, hours, and schedules of work, the equipment of the home, and many other facts that should be of value in forming a background of knowledge of home making as now carried on in Philadelphia. It is significant to note the differences in these homes, differences in the care with which plans were made, differences in the emphasis placed on the care of the family group as well as on the personnel required to facilitate such care. If employees also could have been personally interviewed, facts from the two surveys would have proven of the greatest interest.

A few of the households of different types are described here:

*Case No. 1.*—A family of three members—father 53 years of age, mother 45, and an 11-year-old son—have a home of 9 rooms and 2 baths, heated by hot-air furnace with gas for cooking. The only labor-saving device is an electric iron.

From an income well above average, the family pays \$2,400 for rent, about \$1,500 for food, and \$1,330 for service. This service includes a full-time maid at \$18 a week, a laundress at \$4.10 a day once a week, and a furnace man and cleaner, at \$15 a month. The mother reported that she had no hard and fast schedule of work, but that each day the house was put in order, cleaning and dusting being done as needed. Since the child is away from home from 8.30 in the morning until 4 in the afternoon, and the father from 7.45 until 6.15, little preparation is necessary for the midday meal. With the assistance of the laundress once a week, the maid is able to attend satisfactorily to the household duties. She lives with the family, and though usually busy all morning has about 3½ hours free every afternoon. This is an unusual amount of free time, and if well planned should prove of great benefit to the employee.

*Case No. 2.*—Another family in the higher-income group consists of father and mother, both 28 years of age, and two young children—a boy of a little over 2 years and a girl of 7 months. The income of the father is large. The rental value of their home was placed at \$2,400; they spend \$1,800 for food and \$2,300 for service. Their household includes two full-time maids. There are also a laundress and a gardener, each for one day a week.

Their home has 10 rooms and 3 baths. It is heated by oil; water is heated by an automatic gas burner, and gas is used for cooking. There are many electrical devices for household purposes, among which are an electric dishwasher, vacuum cleaner, toaster, waffle iron, washing machine, mangle, iron, and refrigerator.

The father is away from 8 in the morning until 6.30 at night, and the mother also spends much time outside the home, since she is interested in many philanthropic activities, child study groups, and clubs of various kinds.

This woman stated that she was brought up in a very simple farm home and is anxious that her family should not be spoiled by luxury. She had helped about the house in her old home, so is familiar with the duties connected with home making. She is a college graduate, has a master's degree, and for three years before her marriage taught school. The husband and father, on the other hand, is used to luxury and would like to have additional workers employed in their home.

Notwithstanding a large income, the family has a very simple standard of living. The mother commented that she was so busy with outside activities that she let her work at home slide.

The maids employed at the time of the interview were both foreign born, having been in this country only a little over a year. The mistress has been very kind to them and has taught them all the English they know. Sometimes she thinks she is too good to them, but they are always willing to do whatever she asks and are very good to the children. They share a room and private bath, and are allowed to use the living room if the family is out.

*Case No. 3.*—Another family visited is made up of father, mother, and four boys whose ages ranged from 3 to 13 years. There are two full-time employees—a mother's assistant, with her own home, where she cares for her mother, and a negro houseworker who lives out. A man cuts the grass and keeps the place in order during the family's absence in the summer.

The house, of 11 rooms and 2 baths, is heated by hot air; there is a coal stove or gas burner for heating water and a gas stove for cooking. They have an electric dishwasher (not satisfactory), an electric washing machine, iron, toaster, vacuum cleaner, and percolator.

The father is a professor and spends much of his free time with his children, guiding and supervising them in many of their activities. The mother is doing some professional work on a part-time basis; she, too, spends much time with the children. She does nothing in the real manual work of the household; much of this responsibility is taken by her assistant, although, being a student of household management, she keeps in her own hands much responsibility for the direction of her workers as well as for the guidance and care of her children.

The three oldest children are away from home from 8 in the morning until 4 in the afternoon. The 3-year-old goes to kindergarten in the morning but is home for luncheon and the rest of the day. The boys are given certain tasks, in which they are supervised by either parent and which they do without pay, as members of the family group. After they have put in a specified length of time each week without pay, they are paid a certain rate per hour for any additional work they may care to do.

The work of the two women employees seems to be very well planned. Each is responsible for certain jobs each day, and the mother is free of those details of housework that fall to the lot of most household managers. The mother's assistant is paid \$16, for a week of six days; she leaves the home on Saturday at 5 p. m. and does not return until 9 o'clock Monday morning. The general houseworker is paid \$12 for a week of 53 hours (exclusive of meal periods). She has a 7-day schedule, with Thursdays and Sundays of 5 hours each.

This case shows the results of some principles of scientific management being applied to the duties of a household, where both mother and her assistant are efficient workers.

The beneficial effects of employing a married couple rather than two maids, who are more likely to become dissatisfied with work in a country home, are apparent in the case following:

*Case No. 4.*—The family is composed of five persons—father, mother, and three grown children, a son of 23 and two daughters who are away at college. The father is a successful business man, with an excellent income. Their home is in the country and has 12 rooms and 3 baths; one bathroom is for the exclusive use of the employees. The house is heated by coal, and there are both gas and coal stoves for cooking.

The mother is an old-fashioned housekeeper but remarkably alive to modern problems and aware of the necessity of happy relationship between her workers and herself.

A young negro couple is employed by this family, and a laundress comes one day a week. The arrangement seems satisfactory and efficient. This man and wife have no place other than the kitchen in which to entertain guests, but they go out about four nights a week, and at these times the family allows them the use of a car to visit their friends. They usually plan their work so that they have an hour or two of free time in the afternoon. They are paid \$25 a week for their services. The attitude between the family and the workers seems to be an exceptionally fine one, each working for the best interests of the other.

*Case No. 5.*—A family composed of father, mother, and 6 children—4 girls and 2 boys ranging in age from 2 months to 12 years—live in a home of 15 rooms. The father is a successful business man with a large income. Both

father and mother are college graduates, prominent in social, civic, and church affairs.

There are three full-time women employees living in, besides a laundress employed one day a week and another woman who washes the baby's clothes. The mother tries to employ workers of the same nationality, so that they will be more congenial. It is her desire to maintain a good spirit among the workers, for she feels that this has its effect on the whole household.

The employees plan the details of the work themselves, being supervised by the mistress in a general way only. The mother assists in the work when there is a shortage of help, as well as attending to planning the meals and doing the marketing. The children in the family are made responsible for certain tasks, and as they grow older more will be expected of them.

A different type of household is seen in the one next described. It illustrates the case of a good executive applying her ability to the maintaining of a home for paying guests. Since she is dependent on this means of earning a living she probably is a better planner and may be more considerate than she would be under other conditions.

*Case No. 6.*—A single woman of 52 and her aged father have four paying guests, some of whom are school-teachers. A full-time maid who lives at her own home, a woman who comes in on the regular maid's day off, and a boy who attends to the furnace are employed. The home has 11 rooms and 2 baths, is heated by hot air, and has a combination coal and gas range for cooking. Among the electrical devices reported are an iron, a vacuum cleaner, and a waffle iron.

The householder, a college graduate, is an experienced social worker and an able executive. Her income consists of the money paid for board and lodging and a small pension that her father receives. The full-time maid is paid \$15 a week; the substitute, who comes in on Thursdays for 2½ hours, gets 50 cents an hour. The hours of the regular maid are from 7.30 a. m. to 2.15 p. m. and again from 4.30 or 5 to 7.30 or 7.45 in the evening. Her Sunday and Thursday hours are shorter, since she does not return in the evening.

The home maker plans all the meals and does the daily marketing. Six persons are in for breakfast and dinner, only two for luncheon. No laundry is done at home. The maid's work consists of cooking and serving the meals and clearing up, cleaning the bathrooms daily and all rooms thoroughly once a week.

*Case No. 7.*—In this family the father and mother are both under 40, and there are 3 children—2 boys of 11 and 12 years and a girl of 5. The father is a physician. The mother is a college graduate also, and a graduate of a school of social work. Before marriage she was a case worker and playground director. Their home has 13 rooms, 3 halls, 3 baths, and 2 lavatories. The house is heated by coal, the water by gas, and gas is used for cooking. For household helps there are an electric iron, a vacuum cleaner, and a toaster.

None of the employees lives in, but there is a room in which the general houseworker, a negro woman, can rest and, in an emergency, stay all night. This worker is paid \$17 a week. A negro laundress, who comes in two days a week, is paid \$3 a day. A gardener and a window cleaner work by the day and a rubbish man by the hour. The doctor's secretary is paid by the week.

The mother has unusual ability in managing people. She is a fine executive, very understanding, good-natured and easy going—a rare combination. She has many outside interests, serves on various boards, is interested in the community center and in church work. Naturally she is a hard worker herself and she has her own way of bringing people up to the mark. She rarely has any difficulty, for she is too understanding a person.

*Case No. 8.*—This family of father, mother, and two little girls, 4½ and 1½ years, is comfortably well off. The house has 10 rooms and 3 baths, and is heated by coal with an electrically controlled furnace. Water is heated by a gas burner, gas is used for cooking, and a washing machine, a vacuum cleaner, and an iron are the electrical appliances.

The cook and second girl, both negroes, live in and work full time; a laundress comes one day a week, and a seamstress one day every other week. Besides the furnace man, a man is engaged for window cleaning and outside work. In addition to preparing the meals, the cook helps with the cleaning, does the ironing, and cleans the silver. The second girl does the cleaning, waits on the table, and helps in the care of the baby. The cook is paid \$16 a week, the second girl \$14 a

week, and the furnace man \$4 a week. The laundress is paid \$3 a day and car fare and the seamstress \$3.75 a day.

The mother cares for the children, plans the meals, and does the marketing. Other work is done by the employees. The work of each full-time employee is quite well defined; they have special jobs on special days. The cook had been with the family for four years, and the mistress spoke very highly in praise of her work.

Included in the number of families visited were a few that had help for only a day or so a week, or for a short time each day. The cases following illustrate this system.

*Case No. 9.*—This family has five members—father, mother, and three girls, aged 14, 10, and 7 years, respectively. Both father and mother are college graduates, and the mother had taught school before her marriage. A woman comes in one day a week to do the washing and cleaning, spending a half day at each. This is the only outside help employed.

The house has 7 rooms and 2 baths. It is heated by coal, water is heated by a coal stove, and gas is used for cooking. The labor-saving devices used are an electric washer, an iron, and a sweeper. The mother seems to be a very good manager; meals are planned several days ahead, but no budget is kept. She reported that they spent only \$15 a week on food, and \$3 a week for service.

The mother is able to give much time to outside activities. When her children were small and she had to be at home she conducted a kindergarten, an experience that she considers valuable for herself and for her children. At the time of the interview she was doing many things on the outside. She earns a considerable sum by writing, also teaches music. In addition to this, she is taking college work on three mornings a week.

The children are being instructed to do their part in the housekeeping; they help in preparing meals and assist their mother with the ironing.

Both parents spend some time in supervising their children and planning with them. The mother is intensely interested in children's books, outdoor recreation, and play life, thus trying to enrich her children's lives.

*Case No. 10.*—A family composed of father, aged 42, mother 40, and three boys, aged 8, 7, and 4 years, respectively, live in a house of 10 rooms and bath. It is heated by oil, and has a gas burner for heating water. Gas is used for cooking. An electric iron and a vacuum cleaner are the appliances reported. Both parents are college graduates; the father is a teacher and the mother had taught before marriage.

A negro woman who comes in one day a week to clean the house and help with the laundry (most of it is sent to the wet wash) is the only household help employed.

The mother has no general plan for her household work; she has no system in regard to anything, even the planning of meals or marketing. Often she leaves soiled dishes from several meals before she attends to them. She does not want to be limited by routine. She is much better as mother than as home maker. Her outside activities, in which, no doubt, she is more interested than in her home making, are for the most part musical. She teaches music, belongs to a child-study group, and enters into other club activities.

## Part V.—HAZARDS IN HOUSEHOLD EMPLOYMENT<sup>1</sup>

The number of deaths due to accidents in and about the home is estimated by the National Safety Council as 30,000 a year, closely approaching the number of fatalities caused by motor vehicles. In addition to the fatal accidents there are about 4,500,000 serious and disabling injuries.

Almost two-fifths of the fatal injuries are caused by falls, and more than one-fifth by burns, scalds, and explosions. Children are not commonly injured fatally by falls, but they constitute more than one-half of the fatal cases of burns and scalds. The members of the household who are 55 or more suffer more than three-fourths of the fatal falls.

The home accident death rate is somewhat higher for males than for females. This is due to their considerably higher rate in the ages 25 to 64 years, since boys and young men (under 25) and elderly men (65 and over) have lower accident death rates than have girls and women of these ages.

Of interest in relation to this general rule in fatal accidents, arrived at from large numbers by insurance companies and safety experts, are the much smaller figures from a survey made by the North Carolina Federation of Women's Clubs in cooperation with the United States Bureau of Standards. A year's serious accidents in about 6,300 homes were reported upon. One home in 13 had experienced such an accident; 1 accident in 36 was fatal. Of the total of 469 accidents, 258, or 55 per cent, were accidents to females. Another point of difference from the larger figures already quoted, and which, moreover, were for fatalities, is that more than 70 per cent of the accidents to males occurred to boys under 15 years of age and less than 40 per cent of the accidents to females occurred to girls under 15. Falls were more frequent in the North Carolina study, comprising 51 per cent of all the cases.

All available figures show falls to be frequent and serious. Their frequency is indicated in the following:

Of the National Safety Council's estimate of fatal accidents in the home annually, about 39 per cent are falls; of the 4,500,000 nonfatal, 40 to 50 per cent are falls.

Of nearly 15,000 claims in home accident cases over the 9-year period 1922-1930, one large insurance company reports that about 38 per cent were falls.

Both frequency and seriousness are shown by these figures:

Of a large insurance company's records of fatalities from domestic injuries in wage earners' families over the 6-year period 1925-1930, falls comprised 30 per cent, and the death rate for falls increased 40 per cent in the six years.

Home accidents to policyholders (mostly men) of another large company, over the 5-year period 1926-1930, show that falls constituted

<sup>1</sup> Prepared in the Women's Bureau. Accident figures are from the preliminary reports (Nov. 6, 1931) of the President's Conference on Home Building and Home Ownership, quoting the authorities indicated.

41.7 per cent of the number but were compensated by 49.5 per cent of the amount of claims paid.

In a study of about 800 cases of permanent disability among women injured in various lines of employment,<sup>2</sup> 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 having 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.

More than one-fifth (22 per cent) of the fatal accidents in the home as estimated by the National Safety Council are burns, scalds, and explosions. Though more than half of these cases are children under 15, principally very young children, there still are some 3,100 such fatalities annually among persons of 15 years and over. There is this comfort, however: That largely due to the modernizing of heating appliances and equipment this class of accident is becoming less frequent.

A variety of casualties comprise the remaining classes of home accidents—cases of poisoning, injuries by tools or machinery, asphyxiation or suffocation, collision with inanimate objects or being struck by falling objects, cuts or scratches, splinters, stepping on nails or broken glass, and others less numerous.

The frequency and severity of home accidents shown by the figures indicates the risk in household employment, with its hazards of wet or polished floors; loose rugs; stairs and cellar and attic steps; climbing, reaching, lifting, carrying; fires, gas, electricity, fuel oils, cleaning chemicals; scalding fluids; hot irons; sharp utensils; fragile glass and china; and a multitude of others.

Yet the exclusion of domestic servants from the compensation laws of the various States is almost universal. In a considerable number of States employers may voluntarily insure under the act, but there is no compulsion. In Ohio, where the law is compulsory on all employers having three or more employees and optional with those having fewer, a decision of the State's attorney general has excluded household servants and ruled that their employers may not even elect to come under the law. On the other hand, there are States—New York, for example—whose compensation laws appear to have intended the definite exclusion of domestic service but have been interpreted or amended so as to include it where individual employers so desire.

Among householders with several employees the voluntary acceptance of a law is not uncommon, but the vast majority of domestic workers remain unprotected.

In New Jersey, where domestic service has the same status under the law as manufacturing or any other industry, its inclusion seems to involve no special difficulty. In a study of work accidents to women in the 12 months July 1, 1919, to June 30, 1920, which included New Jersey,<sup>3</sup> an examination of the records of the workmen's compensation bureau showed that household employees numbered 71, or 6.5 per cent, of the 1,096 women compensated. Of the 71 cases, 48 were falls.

<sup>2</sup> U. S. Department of Labor. Women's Bureau. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. Bul. 60, 1927, pp. 276-279.

<sup>3</sup> Ibid.

The one fatal case in New Jersey was caused by carbon-monoxide poisoning from a gas heater. Ten cases of the 12 resulting in permanent disability are described in the bureau's report. Half of them were caused by falls—stairs, ladder, ice, and floor. In two cases the woman broke a hip and was permanently lamed. The variety of the other injuries—which included a needle in the wrist (from scrubbing), a splinter (chopping wood), a bruised thumb (fall of ironing table), finger caught in wringer, and an automobile accident—illustrate some of the many ways in which accidents may happen in the home.

The finger caught in the wringer was amputated at the distal (end) joint by the machine. The bruised thumb became infected and was amputated at the distal joint. The splinter injury became infected, the permanent disability being a 50 per cent loss of use of the finger (right index).

Of the 58 cases of temporary disability that received compensation, the report describes 10 as typical:

- Rusty nail in hand; infection.
- Slight cut; copper poisoning; infection.
- Fall from chair (climbing); arms broken.
- Fall in yard; shoulder and back wrenched.
- Fall down full flight of stairs; dislocated shoulder, torn ligaments, bruises.
- Fall from porch (railing gave way); bruises.
- Step into hole in porch flooring; bruises, lacerations.
- Hand in wringer; severe bruises.
- Scalding fat (pan fell); severe burns.
- Scalding milk (pan fell); severe burns.

Certain accidents are largely avoidable by the observing of simple rules (such as care in using or handling equipment involving hazard, immediate attention to repairs, keeping floors and stairs clear of objects that may cause falls, the instruction of children) or by the provision of safeguards (such as lights in dark places, nonslip rugs, equipment in perfect repair). Furthermore, the seriousness of accidents is likely to be less where there is a first-aid cabinet and its use is understood.

Finally, there seems to be no valid reason for excluding from benefits under the various compensation laws the considerable numbers of persons injured while working in the capacity of private domestic employees.

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## APPENDIXES

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A.—GENERAL TABLES

B.—QUESTIONNAIRE FORMS

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## APPENDIX A

TABLE I.—Over-all daily hours and most common spread of hours of women employees

| Over-all daily hours | Number of women with over-all hours specified | Earliest beginning hour reported (a. m.) <sup>1</sup> | Latest quitting hour reported (p. m.) <sup>1</sup> | Most common spread of hours  | Chief occupational groups with over-all hours specified                                |
|----------------------|---|---|--|--|--|
| Total.....           | <sup>2</sup> 1,501                            | 6   | 11   | 7 a. m. to 8 p. m. (178 women).....                                  |  |
| Under 6.....         | <sup>3</sup> 47                               | 7   | 10   | 9 a. m. to 1 p. m. (7 women).....                                    | General houseworker, 9; cleaner, 7.  |
| 6 and under 7.....   | 16  | 7.30  | 8  | 8 a. m. to 2 p. m. (3 women).....                                    | General houseworker, 6.  |
| 7 and under 8.....   | 94  | 6.45  | 5  | 8.15 a. m. to 4 p. m. (30 women).....                                | Laundress, 49; cleaner, 20.  |
| 8 and under 9.....   | <sup>3</sup> 301                              | 6.30  | 8  | 8 a. m. to 4 p. m. (141 women).....                                  | Laundress, 172; cleaner, 56.   |
| 9 and under 10.....  | 44  | 7   | 8  | 8 a. m. to 5 p. m. (30 women).....                                   | Laundress, 23.   |
| 10 and under 11..... | 28  | 7   | 9  | 7.15 or 7.30 a. m. to 6 p. m. and 8 a. m. to 6 p. m. (5 women each). | General houseworker, 11.   |
| 11 and under 12..... | 102   | 6   | 8.30   | 7.15-7.45 a. m. to 7 p. m. (19 women)...                             | General houseworker, 46; child's nurse, 15; cook, 13.                                  |
| 12 and under 13..... | 424   | 6   | 8.30   | 7.10-7.45 a. m. to 8 p. m. (141 women)...                            | General houseworker, 131; cook, 119; chambermaid, 41; child's nurse, 31; waitress, 28. |
| 13 and under 14..... | 354   | 6.30  | 9.30   | 7 a. m. to 8 p. m. (178 women).....                                  | Cook, 149; general houseworker, 53; waitress, 38.                                      |
| 14 and under 15..... | 72  | 6   | 10   | 7 a. m. to 9 p. m. (34 women).....                                   | Waitress, 19; cook, 17; chambermaid, 13.   |
| 15 and under 16..... | 7   | 6.30  | 10   | 7 a. m. to 10 p. m. (6 women).....                                   | Chambermaid and nurse, 2.  |
| 16.....              | 7   | 6   | 10   | 6 a. m. to 10 p. m. (7 women).....                                   | Child's nurse, 3.  |
| 17.....              | 1   | 6   | 11   | 6 a. m. to 11 p. m. (1 woman).....                                   | Nurse and other duties, 1.   |
| 24.....              | 4   |   |  |  | Child's nurse, 4.  |

<sup>1</sup> Exclusive of the 4 nurses reported as having an over-all of 24 hours.<sup>2</sup> Includes 11 with beginning and ending hours not reported.<sup>3</sup> Includes 5 with beginning and ending hours not reported.<sup>4</sup> Includes 1 with beginning and ending hours not reported.

TABLE II.—Over-all daily hours and most common spread of hours of men employees

| Over-all daily hours | Number of men with over-all hours specified | Earliest beginning hour reported (a. m.) | Latest quitting hour reported (p. m.) | Most common spread of hours                          | Chief occupational groups with over-all hours specified                                  |
|----------------------|---|--|---------------------------------------|--|--|
| Total.....           | 1 295                                       | 6  | 11                                    | 8 a. m. to 5 p. m. (30 men).....                     |  |
| Under 6.....         | 1 21  | 8  | 5.30                                  | 3 a. m. to 5.30 p. m. (2 men).....                   | Furnace man, 11.   |
| 6 and under 7.....   | 1   | 8  | 2                                     | 8 a. m. to 2 p. m. (1 man).....                      | Gardener, 1.   |
| 7 and under 8.....   | 2   | 6.45                                     | 4                                     | 6.45 a. m. to 2.30 p. m. and 8.30 to 4 (1 man each). | Gardener, 2.   |
| 8 and under 9.....   | 27  | 7  | 5.30                                  | 8 a. m. to 4 p. m. (9 men).....                      | Gardener, 13.  |
| 9 and under 10.....  | 69  | 6.30                                     | 6                                     | 8 a. m. to 5 p. m. (30 men).....                     | Gardener, 38; chauffeur, 13.   |
| 10 and under 11..... | 56  | 6.30                                     | 6.30                                  | 7 a. m. to 5 p. m. (20 men).....                     | Chauffeur, 23; gardener, 21.   |
| 11 and under 12..... | 26  | 6  | 7.30                                  | 7 a. m. to 6 p. m. (13 men).....                     | Gardener, 10; chauffeur, 8.  |
| 12 and under 13..... | 32  | 6  | 8.15                                  | 7 a. m. to 7.30 or 7.45 p. m. (7 men).....           | House man, 11.   |
| 13 and under 14..... | 40  | 6  | 9                                     | 7 a. m. to 8 p. m. (25 men).....                     | House man, 16; butler, 12.   |
| 14 and under 15..... | 14  | 6  | 11                                    | 7 a. m. to 9 p. m. (5 men).....                      | Butler, 9.   |
| 15.....              | 1   | 7  | 10                                    | 7 a. m. to 10 p. m. (1 man).....                     | Cook, 1.   |
| 16.....              | 6   | 6  | 10                                    | 6 a. m. to 10 p. m. (6 men).....                     | Butler, 1; chauffeur, 1; coachman, 1; gardener, 1; general utility man, 1; house man, 1. |

<sup>1</sup> Includes 2 with beginning and ending hours not reported.

TABLE III.—Wage distribution of women employees, by occupation and living status

## A.—WOMEN PAID BY THE MONTH

| Occupation                         | Number of women paid by the month | Number of women employees whose monthly wages were— |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |       |       |       |          |
|------------------------------------|-----------------------------------|---|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|-------|-------|-------|----------|
|                                    |                                   | \$10  | \$20 and under \$25 | \$35 and under \$40 | \$40 and under \$45 | \$45 and under \$50 | \$50 and under \$55 | \$55 and under \$60 | \$60 and under \$65 | \$65 and under \$70 | \$70 and under \$75 | \$75 and under \$80 | \$80 and under \$85 | \$85 and under \$90 | \$90 and under \$95 | \$100 | \$110 | \$125 | \$137.50 |
| WOMEN WHO WERE LIVING IN           |                                   |   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |       |       |       |          |
| All occupations.....               | 219                               | 1   | 1                   | 1                   | 1                   | 10                  | 9                   | 30                  | 33                  | 27                  | 34                  | 23                  | 7                   | 10                  | 27                  | 1     | 3     | 1     |          |
| Chambermaid.....                   | 26                                |   |                     |                     |                     | 1                   |                     | 2                   | 11                  | 7                   | 3                   |                     | 1                   |                     | 1                   |       |       |       |          |
| Chambermaid and nurse.....         | 1                                 |   |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |       |       |       |          |
| Chambermaid and seamstress.....    | 1                                 |   |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |                     |                     |       |       |       |          |
| Chambermaid and waitress.....      | 4                                 |   |                     |                     |                     |                     | 2                   | 1                   |                     | 1                   |                     |                     |                     |                     |                     |       |       |       |          |
| Cleaner.....                       | 1                                 |   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |       |       |       |          |
| Companion and mother's helper..... | 3                                 | 1   |                     |                     |                     | 1                   |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |       |       |       |          |
| Cook.....                          | 66                                |   |                     |                     |                     | 6                   | 4                   | 9                   | 6                   | 8                   | 5                   | 8                   | 2                   | 7                   | 9                   |       | 2     |       |          |
| Cook and other duties.....         | 3                                 |   |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |                     |       |       |       |          |
| General houseworker.....           | 14                                |   |                     |                     | 1                   |                     | 1                   | 3                   |                     | 1                   | 4                   | 3                   |                     | 1                   |                     |       |       |       |          |
| Governess.....                     | 5                                 |   |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     | 1                   |                     |                     |       |       |       |          |
| Housekeeper.....                   | 2                                 |   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |       | 1     |       |          |
| Housemaid.....                     | 12                                |   |                     |                     |                     | 1                   | 1                   | 5                   | 1                   |                     | 2                   | 1                   |                     |                     | 1                   |       |       |       |          |
| Kitchen maid.....                  | 7                                 |   |                     | 1                   |                     |                     |                     | 3                   | 1                   | 1                   | 1                   |                     |                     |                     |                     |       |       |       |          |
| Lady's maid.....                   | 7                                 |   |                     |                     |                     |                     |                     |                     | 1                   | 1                   | 1                   |                     | 2                   | 1                   |                     |       | 1     |       |          |
| Laundress.....                     | 8                                 |   |                     |                     |                     |                     |                     |                     | 2                   |                     | 6                   |                     |                     |                     |                     |       |       |       |          |
| Laundress and other duties.....    | 2                                 |   |                     |                     |                     |                     | 1                   | 1                   |                     |                     |                     |                     |                     |                     |                     |       |       |       |          |
| Nurse, trained.....                | 1                                 |   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |       |       |       |          |
| Nurse, child's.....                | 21                                |   |                     |                     |                     |                     |                     |                     |                     | 1                   | 3                   | 5                   | 1                   | 1                   | 10                  |       |       |       |          |
| Nurse and other duties.....        | 1                                 |   |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |                     |       |       |       |          |
| Parlor maid.....                   | 9                                 |   |                     |                     |                     |                     |                     |                     | 4                   | 2                   | 1                   |                     | 1                   |                     |                     |       |       |       |          |
| Waitress.....                      | 20                                |   |                     |                     |                     | 1                   |                     | 3                   | 5                   | 3                   | 6                   | 1                   |                     |                     | 1                   |       |       |       |          |
| Occupation not reported.....       | 5                                 |   | 1                   |                     |                     |                     |                     |                     |                     | 1                   | 1                   | 1                   |                     |                     |                     |       |       | 1     |          |

WOMEN WHO WERE LIVING OUT

|                            |    |                |                |  |   |   |  |   |   |  |   |  |   |
|----------------------------|----|----------------|----------------|--|---|---|--|---|---|--|---|--|---|
| All occupations.....       | 11 | <sup>2</sup> 2 | <sup>3</sup> 2 |  | 1 | 2 |  | 1 | 1 |  | 1 |  | 1 |
| Chambermaid and nurse..... | 1  |                | 1              |  |   |   |  |   |   |  |   |  |   |
| Cook.....                  | 2  |                |                |  |   | 1 |  | 1 |   |  |   |  |   |
| General houseworker.....   | 1  |                |                |  |   | 1 |  |   |   |  |   |  |   |
| Governess.....             | 1  |                |                |  |   |   |  |   |   |  | 1 |  |   |
| Housemaid.....             | 1  |                |                |  | 1 |   |  |   |   |  |   |  |   |
| Laundress.....             | 5  | <sup>2</sup> 2 | <sup>2</sup> 1 |  |   |   |  |   | 1 |  |   |  | 1 |

WOMEN WHOSE LIVING CONDITION WAS NOT REPORTED

|                            |   |  |  |  |   |   |   |   |   |   |   |  |  |
|----------------------------|---|--|--|--|---|---|---|---|---|---|---|--|--|
| All occupations.....       | 8 |  |  |  | 1 | 2 |   | 2 | 1 | 1 | 1 |  |  |
| Chambermaid.....           | 1 |  |  |  |   |   |   | 1 |   |   |   |  |  |
| Chambermaid and nurse..... | 1 |  |  |  |   |   |   |   |   | 1 |   |  |  |
| Cook.....                  | 2 |  |  |  |   |   |   |   |   |   |   |  |  |
| General houseworker.....   | 2 |  |  |  |   |   | 1 |   |   | 1 |   |  |  |
| Nurse, child's.....        | 1 |  |  |  | 1 | 1 |   |   |   |   |   |  |  |
| Waitress.....              | 1 |  |  |  |   | 1 |   |   | 1 |   |   |  |  |

<sup>1</sup> Part-time worker, 14 years of age.

<sup>2</sup> Part-time worker.

<sup>3</sup> Includes 1 part-time worker.

TABLE III.—*Wage distribution of women employees, by occupation and living status—Continued*

## B.—WOMEN PAID BY THE WEEK

| Occupation                         | Number of women paid by the week | Number of women whose weekly wages were— |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |      |
|------------------------------------|----------------------------------|--|-----|-------------------|-------------------|-------------------|-------------------|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|------|------|------|
|                                    |                                  | Under \$5                                | \$5 | \$5 and under \$6 | \$6 and under \$7 | \$7 and under \$8 | \$8 and under \$9 | \$9 and under \$10 | \$10 and under \$11 | \$11 and under \$12 | \$12 and under \$13 | \$13 and under \$14 | \$14 and under \$15 | \$15 and under \$16 | \$16 and under \$17 | \$17 and under \$18 | \$18 and under \$19 | \$19 and under \$20 | \$20 and under \$25 | \$25 and under \$30 | \$30 | \$35 | \$40 |
| WOMEN WHO WERE LIVING IN           |                                  |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |      |
| All occupations.....               | 955                              | 11                                       | 11  | 1                 | 3                 | 6                 | 3                 | 32                 | 5                   | 79                  | 40                  | 74                  | 244                 | 163                 | 107                 | 98                  | 16                  | 60                  | 16                  | 2                   | 2    | 2    |      |
| Chambermaid.....                   | 99                               |  |     |                   | 1                 |                   |                   |                    |                     | 4                   | 2                   | 10                  | 27                  | 31                  | 17                  | 6                   | 1                   |                     |                     |                     |      |      |      |
| Chambermaid and nurse.....         | 13                               |  |     |                   |                   |                   |                   |                    | 1                   | 1                   |                     | 2                   | 3                   | 3                   | 2                   | 1                   |                     |                     |                     |                     |      |      |      |
| Chambermaid and seamstress.....    | 2                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     | 1                   | 1                   |                     |                     |                     |                     |                     |                     |      |      |      |
| Chambermaid and waitress.....      | 48                               |  |     |                   |                   |                   |                   |                    |                     | 2                   | 3                   | 11                  | 9                   | 14                  | 4                   | 5                   |                     |                     |                     |                     |      |      |      |
| Companion and mother's helper..... | 13                               |  |     |                   | 1                 | 2                 |                   | 3                  |                     |                     |                     |                     | 1                   | 1                   | 1                   |                     |                     | 1                   | 1                   |                     |      |      |      |
| Cook.....                          | 280                              |  |     |                   |                   |                   |                   | 1                  |                     | 14                  | 3                   | 6                   | 71                  | 51                  | 35                  | 44                  | 12                  | 37                  | 6                   |                     |      |      |      |
| Cook and other duties.....         | 21                               |  |     |                   |                   |                   |                   |                    | 1                   | 4                   | 1                   | 2                   | 9                   | 3                   |                     |                     |                     | 1                   |                     |                     |      |      |      |
| General houseworker.....           | 210                              |  |     | 1                 |                   | 3                 | 3                 | 23                 | 1                   | 39                  | 21                  | 23                  | 67                  | 14                  | 5                   | 7                   | 2                   | 1                   | 4                   | 3                   |      |      |      |
| Governess.....                     | 8                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |                     |                     |      |      |      |
| Housekeeper.....                   | 1                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |      |
| Housemaid.....                     | 52                               |  |     |                   |                   |                   |                   | 1                  | 2                   | 8                   | 3                   | 4                   | 16                  | 7                   | 7                   | 2                   |                     | 2                   |                     |                     |      |      |      |
| Kitchen maid.....                  | 3                                |  |     |                   |                   |                   |                   |                    |                     | 1                   |                     | 1                   | 1                   |                     |                     |                     |                     |                     |                     |                     |      |      |      |
| Lady's maid.....                   | 4                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |      |      |      |
| Laundress.....                     | 1                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     | 2                   |                     |                     | 2                   |                     |                     |                     |                     |      |      |      |
| Laundress and other duties.....    | 4                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |      |      |      |
| Nurse, trained.....                | 1                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |      |
| Nurse, child's.....                | 73                               |  | 11  |                   | 1                 |                   |                   | 1                  |                     | 3                   | 1                   | 6                   | 14                  | 9                   | 7                   | 11                  | 1                   | 12                  | 1                   | 5                   | 1    |      |      |
| Nurse and other duties.....        | 3                                |  |     |                   |                   |                   |                   | 1                  |                     |                     |                     |                     |                     |                     |                     | 2                   |                     |                     |                     |                     |      |      |      |
| Parlor maid.....                   | 3                                |  |     |                   |                   |                   |                   |                    |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |      |      |      |
| Waitress.....                      | 101                              |  |     |                   |                   | 1                 |                   |                    |                     | 2                   | 3                   | 7                   | 20                  | 27                  | 26                  | 14                  |                     |                     |                     |                     | 1    |      |      |
| Occupation not reported.....       | 15                               | 11                                       |     |                   |                   |                   |                   | 2                  |                     | 1                   |                     | 2                   | 3                   | 2                   | 2                   | 2                   |                     |                     |                     |                     |      |      |      |

WOMEN WHO WERE LIVING OUT

| All occupations.....               | 192 | 16 | 12 | 11 | 26 | 29 | 37 | 5 | 14 | 9 | 43 | 16 | 11 | 40 | 12 | 3 | 3 | 4 | 1 |
|------------------------------------|-----|----|----|----|----|----|----|---|----|---|----|----|----|----|----|---|---|---|---|
| Chambermaid.....                   | 8   |    |    |    |    |    |    |   | 1  | 1 | 3  | 1  |    | 2  |    |   |   |   |   |
| Chambermaid and seamstress.....    | 3   | 1  |    |    | 1  |    |    |   | 1  |   |    |    |    |    |    |   |   |   |   |
| Cleaner.....                       | 2   |    |    |    |    | 1  |    |   |    | 1 |    |    |    |    |    |   |   |   |   |
| Companion and mother's helper..... | 3   | 13 |    |    |    |    |    |   |    |   |    |    |    |    |    |   |   |   |   |
| Cook.....                          | 36  |    |    |    |    | 1  |    |   | 1  |   | 6  | 2  | 3  | 12 | 6  |   | 2 | 3 |   |
| Cook and other duties.....         | 4   |    |    |    |    | 11 |    |   |    |   | 1  |    |    |    | 1  | 1 |   |   |   |
| General houseworker.....           | 89  | 11 |    |    | 2  | 2  | 4  | 2 | 8  | 6 | 28 | 8  | 6  | 17 | 3  | 2 |   |   |   |
| Governess.....                     | 1   |    |    |    |    |    |    |   |    |   |    |    |    |    |    |   |   |   | 1 |
| Housemaid.....                     | 8   |    |    |    |    | 1  | 1  | 1 |    |   | 2  |    | 1  | 1  | 1  |   |   |   |   |
| Laundress.....                     | 14  |    |    | 1  | 12 | 12 |    |   | 1  |   | 1  | 2  |    | 4  |    | 1 |   |   |   |
| Laundress and other duties.....    | 8   |    |    |    |    |    | 1  | 2 |    |   | 1  |    | 1  | 3  |    |   |   |   |   |
| Nurse, child's.....                | 4   |    | 1  |    |    |    | 1  |   | 1  |   |    |    |    |    | 1  |   |   |   |   |
| Parlor maid and waitress.....      | 1   |    |    |    |    |    |    |   |    | 1 |    |    |    |    |    |   |   |   |   |
| Waitress.....                      | 2   |    |    |    |    |    |    |   |    |   | 1  | 1  |    |    |    |   |   | 1 |   |
| Occupation not reported.....       | 9   | 1  | 1  |    | 1  | 1  |    |   | 1  | 1 | 1  | 1  |    | 1  |    |   |   |   |   |

WOMEN WHOSE LIVING CONDITION WAS NOT REPORTED

|                  |   |  |  |  |  |  |  |  |  |  |  |  |  |   |  |   |  |  |   |
|------------------|---|--|--|--|--|--|--|--|--|--|--|--|--|---|--|---|--|--|---|
| Chambermaid..... | 1 |  |  |  |  |  |  |  |  |  |  |  |  | 1 |  |   |  |  |   |
| Cook.....        | 2 |  |  |  |  |  |  |  |  |  |  |  |  |   |  | 1 |  |  | 1 |

<sup>1</sup> Part time only.

<sup>2</sup> Includes 3 part-time workers.

<sup>3</sup> Includes a part-time worker.

<sup>4</sup> Care fare in addition.

APPENDIXES

TABLE III.—*Wage distribution of women employees, by occupation and living status—Continued*

## C.—WOMEN PAID BY THE DAY

| Occupation                      | Number of women paid by the day | Number of women employees whose daily wages were— |        |                     |     |                      |                     |     |                  |                           |        |                     |     |                      |
|---------------------------------|---------------------------------|---|--------|---------------------|-----|----------------------|---------------------|-----|------------------|---------------------------|--------|---------------------|-----|----------------------|
|                                 |                                 | \$1   | \$1.50 | \$1.50 and car fare | \$2 | \$2.50 and under \$3 | \$2.50 and car fare | \$3 | \$3 and car fare | Over \$3 and under \$3.50 | \$3.50 | \$3.50 and car fare | \$4 | \$4.50 and under \$5 |
| WOMEN WHO WERE LIVING IN        |                                 |   |        |                     |     |                      |                     |     |                  |                           |        |                     |     |                      |
| Laundress.....                  | 1                               |   |        |                     |     |                      |                     | 1   |                  |                           |        |                     |     |                      |
| Seamstress.....                 | 2                               |   |        |                     |     |                      |                     | 2   |                  |                           |        |                     |     |                      |
| WOMEN WHO WERE LIVING OUT       |                                 |   |        |                     |     |                      |                     |     |                  |                           |        |                     |     |                      |
| All occupations.....            | 460                             | 2   | 17     | 2                   | 6   | 30                   | 9                   | 185 | 65               | 87                        | 49     | 1                   | 15  | 2                    |
| Chambermaid.....                | 1                               |   |        |                     |     |                      |                     | 1   |                  |                           |        |                     |     |                      |
| Cleaner.....                    | 93                              |   | 1      | 1                   | 2   | 12                   | 2                   | 36  | 8                | 17                        | 11     |                     | 3   |                      |
| Companion.....                  | 2                               |   |        |                     |     |                      |                     | 1   |                  |                           | 1      |                     |     |                      |
| Cook.....                       | 2                               |   |        |                     |     | 2                    |                     |     |                  |                           |        |                     |     |                      |
| General houseworker.....        | 17                              | 1   | 2      |                     |     | 1                    |                     | 4   | 4                | 3                         | 2      |                     |     |                      |
| Housemaid.....                  | 3                               |   | 1      |                     |     |                      |                     | 1   | 1                |                           |        |                     |     |                      |
| Lady's maid.....                | 1                               |   |        |                     |     |                      |                     |     |                  | 1                         |        |                     |     |                      |
| Laundress.....                  | 266                             |   | 2      |                     | 2   | 7                    | 5                   | 106 | 41               | 61                        | 32     | 1                   | 9   |                      |
| Laundress and other duties..... | 29                              |   |        |                     |     |                      |                     | 22  | 5                |                           | 1      |                     |     | 1                    |
| Nurse, child's.....             | 1                               | 1   |        |                     |     |                      |                     |     |                  |                           |        |                     |     |                      |
| Seamstress.....                 | 15                              |   | 1      |                     | 2   | 5                    | 1                   | 2   |                  |                           |        |                     | 3   | 1                    |
| Occupation not reported.....    | 30                              |   |        | 1                   |     | 3                    | 1                   | 12  | 6                | 5                         | 2      |                     |     |                      |

<sup>1</sup> Includes 1 whose wage was \$0.75 for a half day.

D.--WOMEN PAID BY THE HOUR<sup>1</sup>

| Occupation                         | Number of women paid by the hour | Number of women employees whose hourly wages were-- |                |        |         |        |        |        |        |        |     |
|------------------------------------|----------------------------------|---|----------------|--------|---------|--------|--------|--------|--------|--------|-----|
|                                    |                                  | \$0.20  | \$0.25         | \$0.35 | \$0.375 | \$0.40 | \$0.50 | \$3.60 | \$0.65 | \$0.75 | \$1 |
| All occupations.....               | 27                               | 1   | 4              | 2      | 1       | 5      | 10     | 1      | 1      | 1      | 1   |
| Cleaner.....                       | 3                                |   |                |        |         | 1      | 1      |        |        | 1      |     |
| Companion and mother's helper..... | 6                                | 1   | 3              | 1      |         |        |        |        |        |        | 1   |
| Cook.....                          | 1                                |   |                |        |         |        | 1      |        |        |        |     |
| Cook and other duties.....         | 1                                |   |                |        |         |        | 1      |        |        |        |     |
| General houseworker.....           | 2                                |   |                |        |         | 1      | 1      |        |        |        |     |
| Housemaid.....                     | 1                                |   |                | 1      |         |        |        |        |        |        |     |
| Laundress.....                     | 4                                |   |                |        |         | 2      | 1      |        | 1      |        |     |
| Laundress and other duties.....    | 2                                |   |                |        |         |        | 2      |        |        |        |     |
| Nurse, child's.....                | 1                                |   |                |        |         | 1      |        |        |        |        |     |
| Seamstress.....                    | 1                                |   | <sup>2</sup> 1 |        |         |        |        |        |        |        |     |
| Waitress.....                      | 2                                |   |                |        |         |        | 1      | 1      |        |        |     |
| Occupation not reported.....       | 3                                |   |                |        | 1       |        | 2      |        |        |        |     |

<sup>1</sup> All living out.

<sup>2</sup> Car fare in addition.



MEN WHO WERE LIVING OUT

92116°-32-6

|                                 |     |   |   |   |    |   |    |   |   |   |   |   |   |   |   |   |   |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|---------------------------------|-----|---|---|---|----|---|----|---|---|---|---|---|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| All occupations...              | 125 | 2 | 3 | 4 | 17 | 5 | 11 | 4 | 3 | 1 | 2 | 1 | 1 | 1 | 3 | 1 | 5 | 11 | 2 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 7 | 1 | 2 | 1 | 1 | 4 |   |
| Butler.....                     | 1   |   |   |   |    |   |    |   |   |   |   |   |   |   | 1 |   |   |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Chauffeur.....                  | 31  |   |   |   |    |   |    |   |   |   |   |   |   |   | 1 |   | 3 |    |   |   | 1 | 2 | 2 | 1 | 2 |   | 3 | 3 | 3 |   | 1 | 1 | 1 | 4 |
| Chauffeur and other duties..... | 2   |   |   |   |    |   |    |   |   |   |   |   |   |   |   |   |   |    |   |   | 1 |   |   |   |   |   |   | 1 |   |   |   |   |   |   |
| Furnace man.....                | 34  | 2 | 2 | 2 | 12 | 4 | 8  | 2 | 1 | 1 |   |   |   |   |   |   |   |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Furnace man and gardener.....   | 7   |   | 1 | 1 | 1  | 1 |    |   |   |   |   |   |   |   | 1 | 1 |   |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Gardener.....                   | 39  |   | 1 | 3 | 3  | 3 | 2  | 1 |   | 2 |   |   |   |   |   |   |   |    |   |   | 1 | 1 |   |   |   |   |   |   |   |   | 1 |   |   |   |
| General utility man.....        | 2   |   |   |   |    |   |    |   |   |   |   |   |   |   | 1 |   |   |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| House man.....                  | 2   |   |   |   |    |   |    |   |   |   |   |   |   |   |   |   |   |    |   |   | 1 |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Watchman.....                   | 3   |   |   |   | 1  |   |    |   |   |   |   |   |   |   |   |   |   |    |   |   | 1 |   |   |   |   |   |   |   |   |   |   | 1 |   |   |
| Occupation not reported.....    | 4   |   |   |   |    |   |    |   |   | 1 |   |   |   |   | 2 |   |   |    |   | 1 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

MEN WHOSE LIVING CONDITION WAS NOT REPORTED

|                               |   |  |  |  |  |  |  |  |  |  |  |  |  |  |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|-------------------------------|---|--|--|--|--|--|--|--|--|--|--|--|--|--|---|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| All occupations...            | 4 |  |  |  |  |  |  |  |  |  |  |  |  |  | 1 |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Butler.....                   | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |   | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Chauffeur.....                | 2 |  |  |  |  |  |  |  |  |  |  |  |  |  |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Chauffeur and second man..... | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  | 1 |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

<sup>1</sup> Two have house only.    <sup>2</sup> One has house only.    <sup>3</sup> Has house, fuel, and light only.    <sup>4</sup> Has apartment only.    <sup>5</sup> Part-time worker.    <sup>6</sup> Includes 1 part-time worker.

APPENDICES

TABLE IV.—Wage distribution of men employees, by occupation and living status—Continued

B.—MEN PAID BY THE WEEK

| Occupation                      | Number of men paid by the week | Number of men whose weekly wages were— |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
|---------------------------------|--------------------------------|--|-------------------|-------------------|-------------------|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|------|------|
|                                 |                                | Under \$5                              | \$5 and under \$6 | \$6 and under \$7 | \$7 and under \$8 | \$8 and under \$9 | \$12 and under \$13 | \$15 and under \$16 | \$16 and under \$17 | \$17 and under \$18 | \$18 and under \$19 | \$20 and under \$25 | \$25 and under \$30 | \$30 and under \$35 | \$35 and under \$40 | \$40 and under \$45 | \$45 | \$50 |
| MEN WHO WERE LIVING IN          |                                |  |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| All occupations.....            | 39                             |  |                   |                   |                   |                   | 4                   | 3                   | 2                   | 4                   | 5                   | 7                   | 8                   | 2                   | 2                   |                     | 1    | 1    |
| Butler.....                     | 11                             |  |                   |                   |                   |                   | 3                   |                     |                     | 2                   | 1                   | 3                   | 1                   |                     |                     |                     |      | 1    |
| Chauffeur.....                  | 10                             |  |                   |                   |                   |                   |                     |                     |                     |                     | 1                   |                     | 5                   | 2                   | 1                   |                     | 1    | 1    |
| Cook.....                       | 2                              |  |                   |                   |                   |                   |                     |                     |                     | 1                   |                     |                     | 1                   |                     |                     |                     |      |      |
| Furnace man and gardener.....   | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |      |      |
| Gardener.....                   | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |                     |      |      |
| General utility man.....        | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |      |      |
| House man.....                  | 8                              |  |                   |                   |                   |                   | 1                   | 2                   |                     | 1                   | 1                   | 2                   | 1                   |                     |                     |                     |      |      |
| House man and grounds.....      | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |                     |      |      |
| Occupation not reported.....    | 4                              |  |                   |                   |                   |                   |                     | 1                   | 2                   |                     | 1                   |                     |                     |                     |                     |                     |      |      |
| MEN WHO WERE LIVING OUT         |                                |  |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| All occupations.....            | 115                            | 23                                     | 21                | 4                 | 1                 | 2                 | 1                   | 2                   |                     | 1                   | 2                   | 10                  | 16                  | 14                  | 16                  | 3                   |      |      |
| Ash man.....                    | 1                              | 1                                      |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| Butler.....                     | 3                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     | 3                   |                     |                     |                     |                     |      |      |
| Chauffeur.....                  | 29                             |  |                   |                   |                   |                   |                     |                     |                     |                     |                     | 2                   | 4                   | 9                   | 11                  | 3                   |      |      |
| Chauffeur and butler.....       | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |      |      |
| Chauffeur and second man.....   | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |      |      |
| Chauffeur and other duties..... | 2                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     | 2                   |                     |                     |                     |      |      |
| Cleaner.....                    | 1                              | 1                                      |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| Furnace man.....                | 35                             | 23                                     | 8                 | 2                 | 1                 |                   | 1                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| Furnace man and gardener.....   | 7                              | 2                                      | 2                 | 2                 |                   | 1                 |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| Gardener.....                   | 19                             | 3                                      | 1                 |                   |                   |                   |                     |                     |                     | 1                   | 1                   | 1                   | 6                   | 3                   | 3                   |                     |      |      |
| Gardener and other duties.....  | 1                              | 1                                      |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |      |      |
| General utility man.....        | 6                              | 1                                      |                   |                   |                   |                   |                     |                     |                     |                     | 1                   |                     | 2                   | 1                   | 1                   |                     |      |      |
| House man.....                  | 6                              |  |                   |                   |                   |                   |                     |                     | 1                   |                     |                     | 2                   | 1                   | 1                   | 1                   |                     |      |      |
| House man and second man.....   | 1                              |  |                   |                   |                   |                   |                     |                     | 1                   |                     |                     |                     |                     |                     |                     |                     |      |      |
| Invalid's attendant.....        | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     | 1                   |                     |                     |                     |                     |      |      |
| Occupation not reported.....    | 1                              |  |                   |                   |                   |                   |                     |                     |                     |                     |                     |                     |                     |                     | 1                   |                     |      |      |

<sup>1</sup> House only.

<sup>2</sup> Part time only.

<sup>3</sup> Includes 1 part-time worker.

C.—MEN PAID BY THE DAY

| Occupation                     | Number of men paid by the day | Number of men employees whose daily wages were— |     |                           |        |     |                      |     |                      |     |        |
|--------------------------------|-------------------------------|---|-----|---------------------------|--------|-----|----------------------|-----|----------------------|-----|--------|
|                                |                               | \$2   | \$3 | Over \$3 and under \$3.50 | \$3.50 | \$4 | \$4.50 and under \$5 | \$5 | \$5.50 and under \$6 | \$6 | \$6.50 |
| MEN WHO WERE LIVING IN         |                               |   |     |                           |        |     |                      |     |                      |     |        |
| Gardener.....                  | 11                            | 11  |     |                           |        |     |                      |     |                      |     |        |
| MEN WHO WERE LIVING OUT        |                               |   |     |                           |        |     |                      |     |                      |     |        |
| All occupations.....           | 40                            | 12  | 4   | 1                         | 2      | 4   | 3                    | 16  | 2                    | 5   | 1      |
| Chauffeur.....                 | 1                             |   | 1   |                           |        |     |                      |     |                      |     |        |
| Cleaner.....                   | 5                             |   | 2   |                           |        | 1   |                      | 1   |                      | 1   |        |
| Furnace man and gardener.....  | 2                             |   | 1   |                           |        |     |                      | 1   |                      |     |        |
| Gardener.....                  | 21                            | 1   |     | 1                         | 1      | 3   | 3                    | 8   |                      | 3   | 1      |
| Gardener and other duties..... | 2                             |   |     |                           |        |     |                      | 1   | 1                    |     |        |
| General utility man.....       | 4                             | 1   |     |                           |        |     |                      | 3   |                      |     |        |
| House man.....                 | 2                             |   |     |                           |        |     |                      | 1   | 1                    |     |        |
| Occupation not reported.....   | 3                             |   |     |                           | 1      |     |                      | 1   |                      | 1   |        |

<sup>1</sup>Attends school.

<sup>1</sup> Part-time worker.

TABLE IV.—*Wage distribution of men employees, by occupation and living status—Continued*D.—MEN PAID BY THE HOUR<sup>1</sup>

| Occupation                      | Number of men paid by the hour | Number of men employees whose hourly wages were— |        |        |        |        |        |        |        |        |        |     |
|---------------------------------|--------------------------------|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----|
|                                 |                                | \$0.25   | \$0.35 | \$0.40 | \$0.45 | \$0.50 | \$0.53 | \$0.55 | \$0.60 | \$0.65 | \$0.75 | \$1 |
| All occupations .....           | 86                             | 1  | 6      | 8      | 1      | 31     | 1      | 4      | 20     | 9      | 4      | 1   |
| Ash man .....                   | 3                              |  |        | 1      |        |        |        | 1      | 1      |        |        |     |
| Cleaner .....                   | 6                              | 1  |        |        |        | 2      | 1      |        | 1      | 1      |        |     |
| Furnace man .....               | 3                              |  | 1      |        |        | 2      |        |        |        |        |        |     |
| Furnace man and gardener .....  | 10                             |  |        |        | 1      | 5      |        |        | 2      | 1      | 1      |     |
| Gardener .....                  | 41                             |  |        | 3      |        | 15     |        | 3      | 12     | 6      | 1      | 1   |
| Gardener and other duties ..... | 2                              |  | 1      |        |        |        |        |        |        |        | 1      |     |
| General utility man .....       | 9                              |  | 2      | 2      |        | 2      |        |        | 2      | 1      |        |     |
| House man .....                 | 5                              |  | 1      | 2      |        | 2      |        |        |        |        |        |     |
| Occupation not reported .....   | 7                              |  | 1      |        |        | 3      |        |        | 2      |        | 1      |     |

<sup>1</sup> All living out.

## APPENDIX B

### QUESTIONNAIRES ON HOUSEHOLD EMPLOYMENT

#### I. EMPLOYER'S QUESTIONNAIRE <sup>1</sup>

*Return to the Central Committee on Household Occupations, 1417 Locust Street, Philadelphia, Pa.*

The object of this questionnaire, which has been carefully prepared by a group of representative women of Philadelphia, is to ascertain facts in order that we may meet more intelligently some of the problems involved in home making. Two Government bureaus in Washington, the Women's Bureau and the Bureau of Home Economics, tell us that this is one of the first studies of its kind to be made in America and is greatly needed.

By means of it we hope to discover what constructive steps can be taken in Philadelphia to increase satisfaction and efficiency in our homes for the employee, for the home maker, and for every member of the family.

We hope that we may receive answers from all types of home makers, ranging from those who employ a woman only one day or even a few hours a week to those who employ a number of regular household employees. Even if many of these questions do not seem to apply to you, will you not answer every one that does and thus by giving a little of your time and thought to this matter make a real contribution to a scientific understanding of the problem. You need not sign your name.

#### I. How many have you in your family?

- (1) Number of adults (including children 16 and over) .....
- (2) Number of children from 5 to 16.....
- (3) Number of children under 5.....
- (4) Average number for whom lunch is served daily, excluding employees.....
- (5) Average number of guests for meals per week.....
- (6) Is there a chronic invalid or other member who requires extra care?.....

#### II. Do you live in an apartment (     ), or a house (     )?

- (1) Number of rooms, excluding baths.....
- (2) Number of bathrooms.....

#### III. Check what labor-saving devices you use:

Electric appliances—

Iron (     ), mangle (     ), washing machine (     ), dishwasher (     ), vacuum cleaner (     ), toaster (     ), percolator (     ), egg poacher (     ), refrigerator (     ), electric stove (     ).

Gas stove (     ), oil heater (     ), others (     ).

#### IV. Do you send out your laundry?

Rough dry (     ), wet wash (     ), ironed (     ).

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<sup>1</sup> See p. 11 of text.

V. Please check following questions for workers now employed by you, including those caring for furnace and grounds:

|  | Employee |        |       |        |       |       |         |
|--|----------|--------|-------|--------|-------|-------|---------|
|  | First    | Second | Third | Fourth | Fifth | Sixth | Seventh |
| 1. Give title of each employee now in your service.....                    |          |        |       |        |       |       |         |
| 2. Do they:  |          |        |       |        |       |       |         |
| (a) Live in.....   |          |        |       |        |       |       |         |
| (b) Live out.....  |          |        |       |        |       |       |         |
| 3. Do they work:   |          |        |       |        |       |       |         |
| (a) By the month.....  |          |        |       |        |       |       |         |
| (b) By the week.....   |          |        |       |        |       |       |         |
| (c) By the day.....  |          |        |       |        |       |       |         |
| (d) By the hour.....   |          |        |       |        |       |       |         |
| 4. Check approximate length of time each has been with you:                |          |        |       |        |       |       |         |
| (a) Under 6 months.....  |          |        |       |        |       |       |         |
| (b) 6 months and under 2 years.....  |          |        |       |        |       |       |         |
| (c) Over 2 years.....  |          |        |       |        |       |       |         |
| 5. Check if:   |          |        |       |        |       |       |         |
| (a) Native white.....  |          |        |       |        |       |       |         |
| (b) Foreign white.....   |          |        |       |        |       |       |         |
| (c) Colored (United States and other).....                                 |          |        |       |        |       |       |         |
| (d) Other (specify).....   |          |        |       |        |       |       |         |
| 6. Give approximate age of worker.....                                     |          |        |       |        |       |       |         |
| 7. Check worker's previous training:                                       |          |        |       |        |       |       |         |
| (a) Trained by experience in own home.....                                 |          |        |       |        |       |       |         |
| (b) Trained by experience with previous employer.....                      |          |        |       |        |       |       |         |
| (c) No previous training in domestic service.....                          |          |        |       |        |       |       |         |
| 8. Check whether worker is:  |          |        |       |        |       |       |         |
| (a) Single.....  |          |        |       |        |       |       |         |
| (b) Married.....   |          |        |       |        |       |       |         |
| (c) Widowed, separated, or divorced.....                                   |          |        |       |        |       |       |         |
| (d) Number of dependents.....  |          |        |       |        |       |       |         |
| (1) Total support given.....   |          |        |       |        |       |       |         |
| (2) Partial (money sent home).....   |          |        |       |        |       |       |         |
| 9. State approximately:  |          |        |       |        |       |       |         |
| (a) The hour that worker comes on duty daily.....                          |          |        |       |        |       |       |         |
| (b) The hour that worker goes off duty daily.....                          |          |        |       |        |       |       |         |
| (c) Hours on call for telephone, or door, but not otherwise working.....   |          |        |       |        |       |       |         |
| (d) Hours entirely free during day.....                                    |          |        |       |        |       |       |         |
| (e) Number of one-half days off per week.....                              |          |        |       |        |       |       |         |
| 10. State wages now being paid.....  |          |        |       |        |       |       |         |
| 11. Check if you have a regular schedule of housework for each worker..... |          |        |       |        |       |       |         |
| Is this written down?.....   |          |        |       |        |       |       |         |

|  | Employee |        |       |        |       |       |         |
|--|----------|--------|-------|--------|-------|-------|---------|
|  | First    | Second | Third | Fourth | Fifth | Sixth | Seventh |
| 12. Check:   |          |        |       |        |       |       |         |
| A. If worker lives in.....                                     |          |        |       |        |       |       |         |
| (1) Access to bath.....  |          |        |       |        |       |       |         |
| (2) Has room alone.....  |          |        |       |        |       |       |         |
| (3) Shares room.....   |          |        |       |        |       |       |         |
| (a) With child.....  |          |        |       |        |       |       |         |
| (b) With other employee.....                                   |          |        |       |        |       |       |         |
| (4) Has place to entertain.....                                |          |        |       |        |       |       |         |
| (a) In kitchen.....  |          |        |       |        |       |       |         |
| (b) Other room.....  |          |        |       |        |       |       |         |
| (5) When does worker eat meals?                                |          |        |       |        |       |       |         |
| (a) Before the family.....                                     |          |        |       |        |       |       |         |
| (b) After the family.....                                      |          |        |       |        |       |       |         |
| (c) With the family.....                                       |          |        |       |        |       |       |         |
| (6) How much time does worker have for meals?                  |          |        |       |        |       |       |         |
| (a) Breakfast.....   |          |        |       |        |       |       |         |
| (b) Lunch.....   |          |        |       |        |       |       |         |
| (c) Dinner.....  |          |        |       |        |       |       |         |
| B. If worker lives out.....                                    |          |        |       |        |       |       |         |
| (1) Does worker live with own family or relatives?             |          |        |       |        |       |       |         |
| (2) Alone?.....  |          |        |       |        |       |       |         |
| (3) State number of meals you provide for worker per week..... |          |        |       |        |       |       |         |

- VI. Do you pay for overtime work? -----  
 If so, on what basis? -----
- VII. Do you give any vacation? ----- How much? -----  
 With pay? ----- Without pay? -----
- VIII. Do you give increases in pay to your workers with increase in experience? -----  
 If so, on what basis? -----
- IX. If you dismiss workers, do you give them notice (     ), or wages in advance (     )?  
 If notice, how much? -----
- X. Do your workers generally give notice?-----  
 How much? -----
- XI. Do you at present investigate references?  
 In person (     ), by telephone (     ), through employment bureau (     ), not at all (     ).
- XII. Remarks:  
 -----  
 -----  
 -----

If you would like a copy of the report based on these questionnaires, will you sign your name and address here.  
 -----  
 -----

This questionnaire is sent out by THE CENTRAL COMMITTEE ON HOUSEHOLD OCCUPATIONS, 1417 Locust Street, Philadelphia, Pa.

Honorary chairman, Mrs. Lucretia L. Blankenburg; chairman, Miss Anna Cope Evans; \* vice chairmen, Mrs. H. Norman Perkins, Mrs. William E. Shipley, Mrs. Maurice N. Weyl, Mrs. Thomas Raeburn White.\*

Secretary, Mrs. William A. Jaquette; \* treasurer, Mrs. Edwin D. Solenberger; executive secretary, Dr. Amey E. Watson.\*

Executive committee: Miss Katharine C. Bryan, Mrs. Henrietta W. Calvin,\* Miss Edith Christenson, Miss Grace Godfrey,\* Miss Gertrude Peabody, and the officers.

Advisors: Miss Mary A. Carson, Miss Anne Christensen, Mr. Morris L. Cooke, Dr. Susan M. Kingsbury, Miss Mary Anderson, Mr. Edwin D. Solenberger, Dr. Frank D. Watson, Miss Edith West, Dr. Joseph H. Willitts, Dr. Lillian M. Gilbreth, Mr. Karl de Schweinitz.

\* The names thus marked, with the addition of Mrs. Frank Aydelotte, Mrs. W. Wayne Babcock, and Mrs. Jacob Billikopf, constitute the Findings Committee, Dr. Henrietta W. Calvin, chairman.

## II. EMPLOYEE'S QUESTIONNAIRE <sup>2</sup>

*Return to the Central Committee on Household Occupations, Philadelphia, Pa.*

**I. General facts:**

- (1) Where were you born? ..... White or colored? ..... Age? .....
- (2) Where was your mother born? ..... Where was your father born? .....
- (3) If not born in this country, how long have you been here? .....
- (4) Single? ..... Married? ..... Widowed? ..... Divorced or separated? .....
- (5) How many children? ..... Age of children? .....
- (6) Do you support or help support others? ..... How many? .....
- (7) Are those whom you support--(a) Parents? ..... (b) Children? ..... (c) Relatives? .....

**II. Education:**

- (1) What grade in school did you complete? .....
- (2) Have you had any regular domestic training at a school?  
Yes ----  
No ----

**III. Experience:**

- (1) Name position you hold at present .....
- (2) How many years of experience in domestic work have you had? .....
- (3) Give the number of jobs you have had as a domestic worker .....
- (4) Name the different kinds of domestic work you have done .....
- (5) What kind of domestic work did you do on your job before present one? .....
- (6) How long did you stay in the job before this one? .....
- (7) Give reasons for leaving last two jobs: (1) ..... (2) .....
- (8) If you were discharged, was notice given you? ..... How much? .....
- (9) If you left job of your own accord did you give notice? ..... How much? .....
- (10) State weekly wages received on job before present one .....
- (11) Have you done any kind of work besides domestic work? ..... If so, what? .....

**IV. Present working conditions:**

- (1) How much are you paid per week on your present job? .....
- (2) How many meals do you receive per week? .....
- (3) Where are meals eaten? ..... With whom? .....
- (4) Do you sleep in the home of your employer? .....
- (5) If living in, where do you entertain your guests? .....
- (6) If living out, how much do you pay for room? ..... Meals? .....
- (7) Do you live--  
(a) with relatives? .....
- (b) with friends? .....
- (c) in boarding home? .....
- (d) alone? .....
- (8) How many hours do you work each day? .....

|                 | Time coming on duty | Time on duty | Hours on call | Hours completely free |
|-----------------|---------------------|--------------|---------------|-----------------------|
| Monday .....    | .....               | .....        | .....         | .....                 |
| Tuesday .....   | .....               | .....        | .....         | .....                 |
| Wednesday ..... | .....               | .....        | .....         | .....                 |
| Thursday .....  | .....               | .....        | .....         | .....                 |
| Friday .....    | .....               | .....        | .....         | .....                 |
| Saturday .....  | .....               | .....        | .....         | .....                 |
| Sunday .....    | .....               | .....        | .....         | .....                 |

- (9) Do you prefer to live in or out as a domestic worker? .....

<sup>2</sup> See p. 51 of text.

This questionnaire was prepared by a special subcommittee, Miss Katherine C. Bryan, chairman.

### III. SCHEDULE FOR CASE STUDY <sup>1</sup>

I. Composition of family:

Name.....

| I.                                   | Sex      | Date of birth | Occupation or school attended | Health |
|--------------------------------------|----------|---------------|-------------------------------|--------|
| Home-maker                           |          |               |                               |        |
| Father                               |          |               |                               |        |
| Oldest child                         |          |               |                               |        |
| 2nd child                            |          |               |                               |        |
| 3rd child                            |          |               |                               |        |
| 4th child                            |          |               |                               |        |
| 5th child                            |          |               |                               |        |
| 6th child                            |          |               |                               |        |
| Other relatives (state relationship) |          |               |                               |        |
| Guests per week                      | Formal   |               |                               |        |
|                                      | Informal |               |                               |        |

Remarks:

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- |                                  |        |     |   |
|----------------------------------|--------|-----|---|
| 2. Are there any boarders? ..... | Number | Sex |   |
| 3. Are roomers? .....            | {      | {   | } |
| 4. Employees living in? .....    | {      | {   | } |
| 5. Employees coming in? .....    | {      | {   | } |

Check whether by the week, day, or hour, and write in the usual number of days or hours per week:

| Employee | Title | Week | Day | Hours | Wage or salary |
|----------|-------|------|-----|-------|----------------|
| First    |       |      |     |       |                |
| Second   |       |      |     |       |                |
| Third    |       |      |     |       |                |
| Fourth   |       |      |     |       |                |
| Fifth    |       |      |     |       |                |
| Sixth    |       |      |     |       |                |

<sup>1</sup> See p. 58 of text.

II. Plant and equipment:

1. House ( ) or apartment ( ).
2. Number of rooms ( ).
3. Number of halls ( ).
4. Number of baths ( ).
5. Pantry ( ).
6. Porch ( ).
7. Heated by oil ( ), central heating plant ( ), coal ( ), electrically controlled furnace ( ).
8. Hot water heated by furnace ( ), coal stove ( ), gas ( ), or supplied by landlord ( ).
9. Is the stove for cooking electric ( ), coal ( ), gas ( ), or oil ( )?
10. List electric equipment and labor-saving devices:

III. Schedule of living of family:

1. Time of rising, retiring, coming and going of family to school and business:

| Person       | Time of rising | A. M.       |              | P. M.       |              | Naps for children | Time of retiring |
|--------------|----------------|-------------|--------------|-------------|--------------|-------------------|------------------|
|              |                | Leaves home | Returns home | Leaves home | Returns home |                   |                  |
| Mother       |                |             |              |             |              |                   |                  |
| Father       |                |             |              |             |              |                   |                  |
| Oldest child |                |             |              |             |              |                   |                  |
| Second child |                |             |              |             |              |                   |                  |
| Third child  |                |             |              |             |              |                   |                  |
| Fourth child |                |             |              |             |              |                   |                  |
| Fifth child  |                |             |              |             |              |                   |                  |
| Sixth child  |                |             |              |             |              |                   |                  |

2. What are the home makers' outside interests? Describe and give approximate number of hours per week spent in each, mentioning if outside work is paid:

Mother

Father

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IV. What in a general way is the schedule for having the household work done?

1. In addition to giving the hours of meals, give full details of a typical day's work in the home, and mention what tasks are done once a week, which are done twice a week, and which daily. Does the home maker, for instance, believe in daily dusting? If she has several workers, please give her schedule for each. If she has no employees give the home maker's schedule and mention any help she receives from her husband and children. Is the laundry done in or outside of the house? Explain.

|           | Hour for children | Hour for adults | Number of courses |
|-----------|-------------------|-----------------|-------------------|
| Breakfast |                   |                 |                   |
| Lunch     |                   |                 |                   |
| Dinner    |                   |                 |                   |
| Supper    |                   |                 |                   |
|           |                   |                 |                   |
|           |                   |                 |                   |

## V. What is the budget for the administration of the home?

| Service | Food | Rent or approximate rental value of house | Total income |
|---------|------|---|--------------|
|         |      |   |              |

## VI. General conditions for employees in the home:

In addition to securing answers to the questionnaire for household employment, give as fully as possible the facts about the home maker's experience with household employees for the past two years.

## a. Relations with present employees:

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## b. Relations with former employees:

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## VII. Has the home maker thought out other plans for having her household work done if she could carry out her ideals?

## 1. On her present budget?

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## 2. If her budget could be increased by her own earnings or by other means?

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## Remarks:

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## VIII. Background of family:

## 1. Give background of home maker as fully as possible, including general education, training and experience in home making, and training and experience in other types of work:

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## 2. Give background of husband, including general education, training, and experience:

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## 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 1929. 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. 153 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.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. (See Bulletin 63.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.

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- No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.
- No. 46. Facts about Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
- \*No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925.
- No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 54 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 635 pp. 1928.
- No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp. 1927.
- No. 63. State Laws Affecting Working Women. 51 pp. 1927. (Revision of Bulletins 16 and 40.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- \*No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
- No. 66-I. History of Labor Legislation for Women in Three States. 133 pp. 1929. (Separated from No. 66-II in reprint, 1932.)
- No. 66-II. Chronological Development of Labor Legislation for Women in the United States. 145 pp. 1929. (Revised and separated from No. 66-I in 1932. (In press.))
- No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter 2 of Bulletin 65.) 22 pp. 1928.
- No. 69. Causes of Absence for Men and for Women in Four Cotton Mills. 24 pp. 1929.
- No. 70. Negro Women in Industry in 15 States. 74 pp. 1929.
- No. 71. Selected References on the Health of Women in Industry. 8 pp. 1929.
- No. 72. Conditions of Work in Spin Rooms. 41 pp. 1929.
- No. 73. Variations in Employment Trends of Women and Men. 143 pp. 1930.
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- No. 75. What the Wage-Earning Woman Contributes to Family Support. 21 pp. 1929.
- No. 76. Women in 5-and-10-cent Stores and Limited-Price Chain Department Stores. 58 pp. 1930.
- No. 77. A Study of Two Groups of Denver Married Women Applying for Jobs. 11 pp. 1929.
- No. 78. A Survey of Laundries and Their Women Workers in 23 Cities. 166 pp. 1930.
- No. 79. Industrial Home Work. 20 pp. 1930.
- No. 80. Women in Florida Industries. 115 pp. 1930.
- No. 81. Industrial Accidents to Men and Women. 48 pp. 1930.
- No. 82. The Employment of Women in the Pineapple Canneries of Hawaii. 30 pp. 1930.
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- No. 84. Fact Finding with the Women's Bureau. 37 pp. 1931.
- No. 85. Wages of Women in 13 States. 213 pp. 1931.
- No. 86. Activities of the Women's Bureau of the United States. 15 pp. 1931.
- No. 87. Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. 28 pp. 1931.

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- No. 88. The Employment of Women in Slaughtering and Meat Packing. 211 pp. 1932.
- No. 89. The Industrial Experience of Women Workers at the Summer Schools, 1928 to 1930. 62 pp. 1931.
- No. 90. Oregon Legislation for Women in Industry. 40 pp. 1931.
- No. 91. Women in Industry. A Series of Papers to Aid Study Groups. 79 pp. 1931.
- No. 92. Wage-Earning Women and the Industrial Conditions of 1930. A Survey of South Bend. 84 pp. 1932.
- No. 93. Household Employment in Philadelphia. 88 pp. 1932.
- No. 94. The Lighting of Work Places. An Analysis of Lighting Codes and State Regulations for Employers, Employees, and State Departments of Labor. (In press.)
- No. 95. Bookkeepers, Stenographers, and Office Clerks in Ohio, 1914 to 1929. (In press.)
- No. 96. Women Office Workers in Philadelphia. (In press.)
- No. 97. The Employment of Women in the Sewing Trades of Connecticut—Preliminary Report. (In press.)
- Pamphlet. Women's Place in Industry in 10 Southern States. 14 pp. 1931.
- Annual Reports of the Director, 1919\*, 1920\*, 1921\*, 1922, 1923, 1924\*, 1925, 1926, 1927\*, 1928\*, 1929\*, 1930\*, 1931.
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