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UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 119

**HOURS AND EARNINGS IN THE
LEATHER-GLOVE INDUSTRY**

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, SECRETARY

WOMEN'S BUREAU

MARY ANDERSON, DIRECTOR

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BY

REBECCA G. SMALTZ

and

ARCADIA N. PHILLIPS



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON: 1934

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CONTENTS

| | Page |
|---|------|
| Letter of transmittal..... | v |
| The leather-glove industry in Fulton County, N.Y..... | 1 |
| Introduction..... | 1 |
| Numbers employed and location of the industry..... | 1 |
| Character of leather-glove work..... | 2 |
| Scope and method of study..... | 3 |
| Hours and earnings..... | 3 |
| Hours of factory workers..... | 3 |
| Earnings of factory workers..... | 4 |
| Home work..... | 7 |
| Extent of home work..... | 7 |
| Reasons for use of home work..... | 8 |
| Saving in overhead expense..... | 9 |
| Home-work rates..... | 10 |
| Earnings of home workers..... | 11 |
| Other factors..... | 12 |
| The leather-glove industry in the Middle West..... | 13 |
| Introduction..... | 13 |
| Work gloves..... | 14 |
| Hours..... | 15 |
| Scheduled hours..... | 15 |
| Actual hours worked..... | 15 |
| Earnings..... | 15 |
| Hourly earnings..... | 15 |
| Week's earnings..... | 17 |
| Rates..... | 19 |
| Fine gloves..... | 21 |
| Hours..... | 22 |
| Scheduled hours..... | 22 |
| Actual hours worked..... | 22 |
| Earnings..... | 22 |
| Hourly earnings..... | 22 |
| Week's earnings..... | 25 |
| The leather-glove industry in California..... | 27 |
| Introduction..... | 27 |
| Work gloves..... | 28 |
| Fine gloves..... | 29 |
| Piece rates—work and fine gloves..... | 30 |
| Home work..... | 32 |

CONTENTS

| | |
|------|---|
| Page | Topic |
| 1 | Letter of transmittal |
| 2 | The leather-glove industry in Union County, N. J. |
| 3 | Introduction |
| 4 | Numbers employed and location of the industry |
| 5 | Character of leather-glove work |
| 6 | Scope and method of study |
| 7 | Hours and earnings |
| 8 | Hours of factory workers |
| 9 | Earnings of factory workers |
| 10 | Home work |
| 11 | Extent of home work |
| 12 | Reasons for use of home work |
| 13 | Savings in overhead expense |
| 14 | Home-work rates |
| 15 | Earnings of home workers |
| 16 | Other factors |
| 17 | The leather-glove industry in the Middle West |
| 18 | Introduction |
| 19 | Work gloves |
| 20 | Hours |
| 21 | Scheduled hours |
| 22 | Actual hours worked |
| 23 | Earnings |
| 24 | Hourly earnings |
| 25 | Week's earnings |
| 26 | Rates |
| 27 | Fine gloves |
| 28 | Hours |
| 29 | Scheduled hours |
| 30 | Actual hours worked |
| 31 | Earnings |
| 32 | Hourly earnings |
| 33 | Week's earnings |
| 34 | The leather-glove industry in California |
| 35 | Introduction |
| 36 | Work gloves |
| 37 | Fine gloves |
| 38 | Home rates—work and fine gloves |
| 39 | Home work |

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 7, 1934.

MADAM: I have the honor to submit a report on hours and earnings in the leather-glove industry. A survey of the chief center of the industry, Gloversville and vicinity, New York, was made in the summer of 1933 with the purpose of securing information for the formulating of a code. Since that time figures representative of the Middle West and of California have been obtained, the three surveys combined covering nearly 3,400 employees. Almost 900 women in the New York study were home workers.

The field work was done chiefly by Rebecca Smaltz, under the general direction of Ethel L. Best, industrial supervisor. The reports on New York and the Middle West were written by Miss Smaltz; that on California was written by Arcadia Near Phillips, statistician.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

v

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU

New York, May 1, 1934.

Sir: I have the honor to submit a report on hours and earnings in the leather-goods industry. A survey of the chief centers of the industry, Glensville and vicinity, New York, was made in the summer of 1933 with the purpose of securing information for the formation of a code. Since the attendance representatives of the Middle West and of California have been obtained, the three surveys combined covering nearly 3,400 employees. Almost 300 women in the New York study were home workers. The field work was done chiefly by Rebecca Smith, under the general direction of Isabel B. Best, industrial supervisor. The reports on New York and the Middle West were written by Miss Smith, and on California was written by Lucinda Jean Phillips, stenographer. Respectfully submitted,

Miss Anderson, Director

Helen Francis Perkins,
Secretary of Labor.

HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

THE LEATHER-GLOVE INDUSTRY IN FULTON COUNTY, N.Y.

INTRODUCTION

Numbers employed and location of the industry

To furnish information of assistance in formulating a code under the N.R.A. for the leather-glove and mitten industry, the Women's Bureau made a short survey in July 1933 covering 17 firms and their employees in Gloversville and Johnstown, N. Y., and 305 home workers. These two cities, with the rest of Fulton County, are the chief center of the fine leather-glove industry in the United States. Figures from the United States Census of Manufactures for 1929 show that Fulton County had a monthly average of 4,928 factory workers in the glove industry, with all but 502 of this number employed in Gloversville and Johnstown. New York State had an average of 5,582 wage earners, three-fifths of the total of 9,203 leather-glove workers in the United States. The State next in importance in numbers employed is Wisconsin, with a monthly average of 1,520 employees. Illinois, Michigan, and California combined had only slightly more than 1,100 leather-glove workers.¹ The New York State Directory of Manufacturers for 1932 gives the following figures on numbers employed in glove factories:²

| | All em- ployees | Factory | | Office |
|----------------------------|--------------------|---------|--------|--------|
| | | Male | Female | |
| All New York counties..... | 4, 771 | 2, 475 | 2, 049 | 247 |
| Fulton County..... | 4, 460 | 2, 388 | 1, 840 | 232 |

These figures cover 173 leather-glove and mitten factories in the State, 157 being in Fulton County, 143 in the cities of Gloversville and Johnstown. The majority of glove factories in Fulton County are small, the average having fewer than 27 factory employees.

Home work is carried on extensively in the fine leather-glove industry, but the number of home workers is unknown, as the census of manufactures does not include them. Some idea of the extent of home work in Fulton County was obtained through the efforts of the New York State Bureau of Home Work Inspection in the spring of 1933 to secure a fairly complete register of home workers. At that time 3,082 were listed by 133 firms.

¹ U.S. Bureau of the Census. Fifteenth Census, 1930: Manufactures, 1929, vol. II, Reports by Industries, pp. 810, 811.

² Directory of New York State Manufacturers, 1932, vol. I, p. 47.

Character of leather-glove work

The making of leather gloves requires a high degree of training and skill for the majority of the workers, both men and women. Cutting, the main occupation of men employees, is of several varieties, all needing skill. Table cutting, in which the leather is very accurately stretched and exactly measured, is the most skilled. Types of cutting that require less stretching and measuring are jerkdown, pattern, block, and fingernail. Other occupations in which a considerable number of men are employed are slitting, by which the glove fingers are cut or stamped out of the leather trunks, and laying-off, in which the gloves are finished or ironed by being fitted onto steam-filled metal forms. Only a few men are employed on the same skilled operations as women, such as making and silking.

Making, almost exclusively a woman's occupation, is of many varieties and is designated according to the type of stitching by which the glove is put together, such as gauge making, inseam making, overseam making, etc. A gauge maker is one who sews up all seams on the right side of the glove, using a gauge attachment on her machine that keeps the stitching a uniform distance from the edge. Heavy gloves of pigskin, mocha, cape, or calf, for example, usually are gauge gloves. A gauge maker must also trim off the surplus leather at the finger ends where the gauge attachment cannot operate well, and pull through to the wrong side the ends of thread left after the seaming has been done. Cord sewing or saddle sewing is similar to gauge, the difference being in the size of the stitch and the thickness of the thread.

Outseam gloves are similar in appearance to gauge gloves, though for the operator they involve a little less work. The gloves are sewed on the right side on a machine with a knife attachment that cuts the edges of the seams even, so that no trimming by hand is necessary.

An inseam maker sews up the glove on the wrong side, trims off by hand the surplus leather at the finger ends, and turns the glove right side out.

Overseaming is done on the right side of the glove on a special kind of machine. The operator trims off the fourchettes as she goes along (fourchettes are the long pieces of leather that must be sewed in on the sides of the fingers) and afterward any thread ends must be pulled through to the wrong side. This "fitting up" is a difficult operation and is sometimes separated from the closing, so that two sets of makers are required. Fitters-up may also sew in "quirks", which are the small pieces of leather sewed in between the fingers at their base on some types of gloves.

Other machine-sewing operations besides making are done by women. These include hemming and novelty stitching on the cuffs of gloves, and silking, which is the term applied to the stitching on the backs. Hemming and silking occasionally are done by hand.

The chief hand operation done by women is end pulling, the unskilled job of pulling through to the wrong side and tying the threads left from the silking process.

Generally speaking, the glove workers of Fulton County are a skilled craft group born and brought up in this one-industry locality, where glove making, still carried on extensively at home, is ever present—"from birth to death", as one worker put it. The workers in Gloversville and Johnstown, especially the men cutters, have long had a system of collective bargaining with the manufacturers. Through

the workers' organization and the association of manufacturers factory rates for many different operations in cutting and making have been set each year, with a 10 percent reduction if the work is done at home.

SCOPE AND METHOD OF STUDY

The 17 factories in this survey included large, medium, and small plants, with a majority of large plants (11 were above average) because of the necessity of covering as many employees as possible in a limited time. Wage records for the last week of June 1933 were obtained from the pay rolls of the 17 factories, and in addition all available information as to hours worked. Comparative figures for 1 week in each month, showing the employment of inside workers and of home workers over a year's period, also were secured where the two pay rolls were separate. Women employees in each factory filled in cards giving information as to age, nativity, marital status, and length of service with the firm.

The total numbers included in the survey are as follows:

| | Total | Men | Women |
|------------------------|--------|-----|-------|
| Factory employees..... | 1, 407 | 771 | 636 |
| Home workers..... | 890 | 18 | 872 |

To obtain more accurate information about home work, especially in regard to earnings, rates of pay, supply of work, and expenses, personal interviews were had with 305 home workers living in Gloversville, Johnstown, and sections within about 30 miles of these cities.

HOURS AND EARNINGS

Hours of factory workers

Since the large majority of glove workers, both men and women, are paid by the piece or dozen pairs, very few firms keep any record of actual hours worked. Eighty-two percent (1,090) of the 1,329 factory employees whose method of pay was reported were pieceworkers. It was possible to get individual hour records for only an insignificant number of these—9 men and 17 women pieceworkers in 4 factories. Of 227 timeworkers, 68 men and 126 women had definite hours reported or were on hourly rates so that time worked could be computed. Fifty-four percent of these men worked 55 hours or longer, 72 percent of the women 49 hours or longer (22 percent 55 hours or more), during the last week of June 1933.

Statements were obtained in practically all the factories as to the approximate hours the plant operated during the last week in June. For most of the employees this week represented full-time hours in accordance with the regular factory schedule. This meant 49 to 49½ hours for three-fourths of the women workers; for over four-fifths it meant 9 hours a day. Only 6.1 percent of the women included in the study had a weekly schedule of 44 hours or less. For 97 percent of the men the factory schedule was 55 hours a week and 10 hours a day.

4 HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

Scheduled weekly hours and number employed, by sex

| Scheduled weekly hours | Number of firms | Total | | Men | | Women | |
|------------------------|-----------------|--------|---------|--------|---------|--------|---------|
| | | Number | Percent | Number | Percent | Number | Percent |
| Total..... | 17 | 1,407 | 100.0 | 771 | 100.0 | 636 | 100.0 |
| 44 ¹ | 3 | 41 | 2.9 | 2 | 0.3 | 139 | 6.1 |
| 46½ and 48½..... | 3 | 117 | 8.7 | — | — | 117 | 18.4 |
| 49 and 49½..... | 4 | 293 | 21.2 | — | — | 293 | 46.1 |
| 49½..... | 7 | 206 | 14.5 | 19 | 2.5 | 187 | 29.4 |
| 55 ² | 13 | 750 | 52.7 | 750 | 97.3 | — | — |

¹ Includes 2 women on a 41-hour schedule.

² Includes 25 men on a 52½-hour schedule and 11 men on a 56-hour schedule.

³ These 13 firms report different hours for women, so are tabulated twice.

Scheduled daily hours and number employed, by sex

| Scheduled daily hours | Number of firms | Total | | Men | | Women | |
|-----------------------|-----------------|--------|---------|--------|---------|--------|---------|
| | | Number | Percent | Number | Percent | Number | Percent |
| Total..... | 17 | 1,407 | 100.0 | 771 | 100.0 | 636 | 100.0 |
| 7½, 8, and 8½..... | 5 | 109 | 8.2 | 2 | 0.3 | 107 | 16.8 |
| 9..... | 12 | 548 | 39.1 | 19 | 2.5 | 529 | 83.2 |
| 10 ¹ | 13 | 750 | 52.7 | 750 | 97.3 | — | — |

¹ Includes 36 men on a 9½-hour schedule.

² These 13 firms report different hours for women, so are tabulated twice.

Earnings of factory workers

The earnings of glove workers as tabulated in this study represent in general a full week's work according to statements by factories whose combined forces comprised the vast majority of the 1,407 employees included. Earnings for the last week in June were taken because that week had the merit of being full time as well as recent. It should be borne in mind when considering hours of work and earnings that it is a custom in the glove industry for factory operatives to carry work home at lunch time or in the evening. This is true chiefly of women employees whose work requires certain hand-finishing processes. Operations on which work may be taken home from the factory include gauge, saddle stitch, inseam, pique, hemming, end pulling, triple stitch, and half outseam.

Men's earnings.—Earnings were tabulated for 710 of the 771 men factory employees. Those not included in the tabulations were foremen and groups whose wages appeared only as a lump sum paid to their foremen. The figures that follow represent chiefly the earnings of highly skilled workers who probably worked a full week of 55 hours.

| Week's earnings | Percent distribution of men | | | |
|------------------------------------|-----------------------------|---------|---|--------------------|
| | All occupa- tions | Cutting | Skilled or semiskilled other than cutting ¹ | Other ² |
| Total: | | | | |
| Number..... | 710 | 545 | 90 | 75 |
| Percent..... | 100.0 | 100.0 | 100.0 | 100.0 |
| Less than \$5..... | 0.7 | 0.2 | 2.2 | 2.7 |
| \$5, less than \$10..... | 5.9 | 3.7 | 8.9 | 18.7 |
| \$10, less than \$15..... | 9.3 | 6.4 | 11.1 | 28.0 |
| \$15, less than \$20..... | 20.7 | 18.2 | 37.8 | 18.7 |
| \$20, less than \$25..... | 19.4 | 20.2 | 16.7 | 17.3 |
| \$25, less than \$30..... | 21.1 | 22.9 | 20.0 | 9.3 |
| \$30, less than \$35..... | 10.7 | 13.6 | 1.1 | 1.3 |
| \$35, less than \$40..... | 7.7 | 9.5 | 1.1 | 2.7 |
| \$40 and more..... | 4.4 | 5.3 | 1.1 | 1.3 |
| Median earnings ³ | \$23.45 | \$25.30 | \$19.45 | \$15.15 |

¹ Includes laying-off, slitting, making, and silking.

² Includes general workers.

³ Half the men earned more, half less.

Less than 7 percent of the men earned under \$10, but practically 16 percent earned less than \$15 and well over one-third (36.6 percent) earned less than \$20. Of the 86 men who received \$35 or more, all but 5 were cutters.

There were 92 men timeworkers. One-half of these received less than 35 cents an hour, over two-fifths of them less than 30 cents.

There was considerable variation in men's earnings in different firms. The week's average (median) varied from \$16.40 in one firm to \$28.10 in another. These firms, representing extremes in earnings, employed approximately equal numbers of men, 50 and 54, respectively.

Women's earnings.—Earnings were tabulated for 622 women factory employees of the 636 found on the pay rolls; those omitted were foreladies. For most of the women these earnings represent a full week's work of 49 to 49½ hours. It should be noted that all the occupational groups listed here involve hand-finishing operations done by many women during the lunch hour and at home after closing hours.

| Week's earnings | Percent distribution of women | | | | | | |
|------------------------------------|-------------------------------|---------|---------|---------|----------|--|-----------|
| | All occu- pations | Making | | | | Machine opera- tions other than making ¹ | Other |
| | | Total | Gauge | Inseam | Overseam | | |
| Total: | | | | | | | |
| Number..... | 622 | 2 290 | 60 | 107 | 82 | 144 | 188 |
| Percent..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Less than \$5..... | 5.6 | 4.5 | 3.3 | 4.7 | 4.9 | 5.6 | 7.4 |
| \$5, less than \$10..... | 20.9 | 20.7 | 10.0 | 32.7 | 13.4 | 13.2 | 27.1 |
| \$10, less than \$15..... | 42.4 | 39.7 | 36.7 | 38.3 | 37.8 | 36.8 | 51.1 |
| \$15, less than \$20..... | 21.2 | 24.5 | 36.7 | 19.6 | 26.8 | 28.5 | 10.6 |
| \$20, less than \$25..... | 6.9 | 6.6 | 6.7 | 4.7 | 9.8 | 12.5 | 3.2 |
| \$25 and more..... | 2.9 | 4.1 | 6.7 | ----- | 7.3 | 3.5 | .5 |
| Median earnings ³ | \$12.65 | \$12.85 | \$15.00 | \$11.65 | \$14.00 | \$14.10 | * \$12.05 |

¹ Includes silking, hemming and binding, novelty stitching, etc.

² Includes 41 not shown separately because too few for percents.

³ Half the women earned more, half less.

⁴ Median based on 183, total exclusive of 5 learners.

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More than one-fourth of the women (26.5 percent) earned less than \$10; 5.6 percent earned less than \$5. At the opposite extreme were 9.8 percent who earned \$20 and over, 2.9 percent earning \$25 or more.

There were 134 women timeworkers. Over four-fifths of these received less than 30 cents an hour, one-half of them less than 26 cents.

There was little variation in women's earnings in different firms, the week's average (median) varying only from \$12.35 in one firm to \$13.25 in another.

Earnings could be related to age in 564 cases, and these show a fairly steady rise from an average of \$10.40 for the women under 20 years to \$14.50 for the group between 30 and 40 years. Earnings began to decline at 40 years or soon after, but the median for the group at 40 and less than 50 years was \$12.80, for those 50 years and over it was \$12.35, in each case considerably higher than the median for women of under 20 years.

There was a larger percentage of older women in the industry than in manufacturing in general: 37 percent of the 617 women reporting age in the present study, compared to 25 percent of those in all manufacturing and mechanical industries, according to the census, were at least 40 years old. The comparative proportions in various age groups are shown next, the midpoint among glove workers being about 34½ years and that among all factory workers about 27½.

| Age (in years) | Percent distribution of women | |
|----------------|-------------------------------|--|
| | Glove survey | All manufacturing and mechanical industries ¹ |
| All ages | 100.0 | 100.0 |
| Under 20 | 17.7 | 22.1 |
| 20, under 25 | 13.8 | 21.0 |
| 25, under 30 | 10.5 | 12.5 |
| 30, under 35 | 8.7 | 9.6 |
| 35, under 40 | 12.3 | 9.5 |
| 40, under 50 | 21.9 | 13.7 |
| 50, under 60 | 11.2 | 7.6 |
| 60, under 70 | 3.7 | 3.2 |
| 70 and over | .2 | .7 |

¹ U. S. Bureau of the Census. Fifteenth Census, 1930: Occupation Statistics, United States Summary table 21, p. 44.

When the earnings of the women are related to their length of service with a factory it appears that the glove industry offers increasing returns through the first 3 to 4 years of experience, after which earnings remain on a fairly even though slightly lower level. The greatest increase, however, comes within the first year. The average earnings of those who had been less than 6 months with a firm were \$9.95, compared to an average of \$12.50 for those with 6 months' to 1 year's service.

| Time with firm | Number of women | Median earnings |
|---------------------------------|-----------------|-----------------|
| Total..... | 563 | \$12.80 |
| Less than 6 months..... | 111 | 9.95 |
| 6 months, less than 1 year..... | 72 | 12.50 |
| 1, less than 2 years..... | 77 | 12.65 |
| 2, less than 3 years..... | 75 | 13.40 |
| 3, less than 4 years..... | 58 | 14.00 |
| 4, less than 5 years..... | 36 | (1) |
| 5, less than 10 years..... | 82 | 13.30 |
| 10 years and over..... | 52 | 13.80 |

Median not computed; base less than 50

Nearly one-fourth of the women had worked 5 years or longer at the factory where they were employed at time of survey. There were 9 women with service records of 25 years or longer and their earnings ranged from \$20 to less than \$5 in the week selected, 5 of them receiving less than \$9. Nine percent had been 10 years or longer with the firm. These figures reflect labor turnover rather than experience in the industry and they are not exceptional when compared with other industries surveyed by the Women's Bureau. It is perhaps natural that older workers should have been longer with the same firm. Over one-third of the women of 40 years and older had been with the firm for at least 5 years, compared to 12.4 percent of the women under 40 who had been as long as that with one firm.

Practically 40 percent of the women in the 17 establishments were married, a higher proportion than is found ordinarily in industry. The 1930 Census of Occupations shows 32.4 percent married among the women 15 years of age and over in all manufacturing and mechanical industries.

Eighty-five percent of the women were native born. Of the 96 foreign born, over one-fifth came from each of the three countries, Czechoslovakia, British Isles, and Italy. Two-thirds of the foreign born were in the making operations.

HOME WORK

Extent of home work

Home work is a conspicuous feature of the fine-glove industry of Fulton County. Nearly two-fifths of all the workers on the pay rolls were home workers and all but 13 of these 881 home workers were women. Practically all the operations that go into the completed glove may be done at home, but the chief home-work occupation is the actual making: 84 percent of the women home workers in contrast to 47 percent of the women in the factories are makers.

This home work was not limited to the cities of Gloversville and Johnstown where the 17 factories were located; about one-third of the home workers lived in nearby towns or villages or on farms. Work was transported within a radius of 50 miles of Johnstown or Gloversville. More than one case was reported of work conveyed out of town in bulk to be redistributed from a distant point to farms still farther away. Work is known to be distributed to more than 35 cities, towns, and villages, as well as along many R.F.D. routes. One home worker told of receiving work from the "glove cities" at a time when she was residing 120 miles away.

Reasons for use of home work

Home work is used thus extensively for several reasons, the chief of which probably is that it furnishes a labor reservoir for rush periods without the expense of overhead and at cheaper rates. Figures for the middle week in each month from July 1932 through June 1933, from the pay rolls of 14 firms that kept separate records of inside and outside employees, show that the employment of home workers fluctuated widely during the year, much more widely than the employment of factory workers. In fact, the number of home workers during the peak month was about $3\frac{1}{2}$ times the number in the slackest period, 901 compared to 255, whereas the number of factory workers in the peak month was considerably less than twice the number in the slackest months, 1,201 in contrast to 703.

Using the average number employed during the year as the base, or 100, outside employment had a range of about 110 points between the peak period (November 1932) and the low period (January 1933); and the employment of inside workers had a range of 52 points between the low periods (July 1932 and January 1933) and the peak period (June 1933). The table following shows in detail the fluctuation in employment of inside and outside workers, July 1932 to June 1933:

| Month | Numbers employed by 14 firms (1 week each month) | | | | | |
|----------------|--|-------|------------------|-------|-------------------|-------|
| | All employees | | Inside employees | | Outside employees | |
| | Number | Index | Number | Index | Number | Index |
| Average..... | 1,546 | 100.0 | 956 | 100.0 | 590 | 100.0 |
| 1932: | | | | | | |
| July..... | 1,054 | 68.2 | 703 | 73.5 | 351 | 59.5 |
| August..... | 1,342 | 86.8 | 817 | 85.5 | 525 | 89.0 |
| September..... | 1,500 | 97.0 | 894 | 93.5 | 606 | 102.7 |
| October..... | 1,708 | 110.5 | 1,013 | 106.0 | 695 | 117.8 |
| November..... | 1,975 | 127.7 | 1,074 | 112.3 | 901 | 152.7 |
| December..... | 1,755 | 113.5 | 976 | 102.1 | 779 | 132.0 |
| 1933: | | | | | | |
| January..... | 958 | 62.0 | 703 | 73.5 | 255 | 43.2 |
| February..... | 1,326 | 85.8 | 849 | 88.8 | 477 | 80.8 |
| March..... | 1,543 | 99.8 | 1,018 | 106.5 | 525 | 89.0 |
| April..... | 1,630 | 105.4 | 1,072 | 112.1 | 558 | 94.6 |
| May..... | 1,786 | 115.5 | 1,149 | 120.2 | 637 | 108.0 |
| June..... | 1,970 | 127.4 | 1,201 | 125.6 | 769 | 130.3 |

The proportion of home workers among all employees ranged from well over two-fifths (in November 1932) to somewhat over one-fourth (in January 1933). The proportion they received of the total pay roll was not so great. It ranged from slightly over one-fourth (in December 1932) to about one-eighth (in January 1933). Pay-roll information was available for only 12 firms. The table following shows the proportions in detail:

| Month | Percentage of employees who were outside workers (12 firms) ¹ | Percentage of pay rolls paid to outside workers (12 firms) | Index of per capita earnings | |
|----------------|--|--|------------------------------|-------------------|
| | | | Inside employees | Outside employees |
| Average..... | 37.0 | 18.9 | 100.0 | 100.0 |
| 1932: | | | | |
| July..... | 32.1 | 17.2 | 99.2 | 111.6 |
| August..... | 37.6 | 16.8 | 100.9 | 86.7 |
| September..... | 38.8 | 19.5 | 104.8 | 102.4 |
| October..... | 39.5 | 19.7 | 117.6 | 113.0 |
| November..... | 44.2 | 24.1 | 116.6 | 119.8 |
| December..... | 43.2 | 25.6 | 99.8 | 115.5 |
| 1933: | | | | |
| January..... | 26.9 | 12.8 | 74.4 | 76.0 |
| February..... | 35.6 | 16.1 | 103.9 | 92.4 |
| March..... | 33.1 | 20.0 | 81.0 | 104.4 |
| April..... | 32.3 | 15.6 | 89.2 | 88.0 |
| May..... | 33.9 | 15.8 | 99.6 | 93.3 |
| June..... | 39.0 | 17.7 | 113.2 | 97.4 |

¹ 2 firms for which pay-roll information is lacking are omitted from this summary.

In November 1932 when the proportion (and also the number) of outside workers was at a peak, per capita earnings were high. The low point in employment in January 1933 was also the low point in per capita earnings.

With a few exceptions the seasonal variation in per capita earnings was relatively the same for both outside and inside workers and the trends were very similar.

Saving in overhead expense

The overhead expense saved by the factory in giving out home work was variously estimated by a few factories, as was the overhead expense to home workers by all home workers visited. Three factories, employing a total of 137 machine operators, made estimates on the basis of wholesale costs of power, parts, and repairs, and gave figures for overhead cost per employee per month of \$1.86, \$2, and \$3.64, respectively. The first of these firms, adding to this estimate the cost of such items as factory and machine depreciation, salaries of machinist and janitor, taxes, water rent, and coal, increased the monthly figure per operator to \$6.86.

Home workers furnish their own machines, motors, power, repairs, parts, and oil. From interviews it was found that of 280 home workers using machines, only 30 had been provided with machines by their employers, whereas in the 17 factories visited all but a few machines in 3 factories were furnished by the management. Furthermore, except for two instances, one where inside employees were charged 50 cents a week for power and one where they were charged for needles at cost, the factory operators in all firms were supplied with power, repairs, oil, and parts without charge. Practically all home workers, on the other hand, bore the cost of these items. Of the 280 home workers using machines, 221 had machines that were power driven. At the rate charged by the local power and light company, women working weeks of 49½ hours would have had to pay about \$1.10 a month. For the average (median) hours of 30 to 33, the monthly cost of power probably was considerably less. Oil was estimated by home workers to cost about 10 cents a month and needles

cost about 30 cents, all but a few home workers providing these items. Thus the estimated total monthly expense to these outside workers, exclusive of parts, repairs, depreciation, or cost of machine, was \$1.50. When to this figure are added the unknown costs referred to, the monthly expense to home workers must be considerable.

Home-work rates

Rates for home work were, according to an agreement of the manufacturers' association with the Glove Workers' Union, 10 percent less than inside rates for the same work. This difference was to allow for the cost of delivering and collecting the work, a cost allowance that could not be verified, as figures from the association entering into the agreement were lacking. Most of the home work was delivered and collected by employers, and the home workers who transported the work themselves received no higher rate for doing so. Twenty-six of the two hundred and ninety-nine home workers who reported on the transportation of the work bore the expense themselves, and proportionately more of those living outside than inside Gloversville and Johnstown did their own transporting.

Fifteen of the seventeen firms visited stated that the rates to home workers were 10 percent less than the rates in the factory for the same work. The others stated that they were paying the same rates inside and outside at the time of the interview. One firm that was paying 10 percent less to home workers living in Fulton County deducted 11½ percent for those living outside the county.

In view of the fact that uniform rates for the industry in Fulton County are set by a fairly general agreement among the manufacturers and workers, there was surprising variation in home-work rates for the same operation. Some of this can be accounted for by differences in leather or slight changes in method of making the glove, but by no means all of it. The price received for making at home a dozen pairs of gauge gloves ranged all the way from 90 cents to \$1.58, though the rates set in the agreement ranged from \$1.21½ to \$1.57½. As many as 43 of the 116 home workers in this occupation—all those with rates of 90 cents to \$1.15, inclusive—were paid lower rates than any set for gauge making. Rates paid for inseam making ranged from 65 cents to \$1.09 a dozen pairs, though the rates in the agreement were 90 cents to 94½ cents. One-half of these workers received less than the lowest rate set by the agreement; one exceeded the rates set. Home-work rates for overseam making were set by agreement at from \$1.08 to \$1.53 a dozen pairs, but the rates reported by 43 home workers were from 55 cents to \$1.35, though with only two instances of a rate lower than \$1.08. Rates for half outseam making were set by the agreement at from 85½ cents to 94½ cents a dozen pairs, but 23 of the 28 who reported their rates got less than 85½ cents; 3 were paid above 94½ cents. In occupations other than making, the variety of operations was so great that discussion of rates is meaningless.

Home workers told of different rates received for exactly the same kind of work; for example, an inseamer reported receiving 80 cents a dozen pairs from one employer and 90 cents a dozen pairs from another for the same kind of work on the same kind of leather. Particularly in the country districts were there reports of fluctuation in rates for the same kind of work and material, according to season and employer. In the winter of 1932-33 a home worker was paid by one employer a rate of 65 cents for inseaming, and at the time of interview in July

1933 she was receiving from another employer 80 cents for exactly the same kind of work. Other women told of having received 40-, 50-, and 60-cent rates for inseaming that at the time of the interview was paying 80 and 90 cents.

Earnings of home workers

In any discussion of the earnings of home workers as copied from firm pay-roll records three factors must be borne in mind: (1) The figures cannot be related in any way to factory hours; (2) the figures may represent the earnings of more than one individual; and (3) they may not represent an individual's total earnings for the period, since work may be taken from another employer at the same time. The following figures of the median earnings of 868 women home workers are from pay-roll records:

| Occupation | Number of women | Median of a week's earnings |
|---|------------------|-----------------------------|
| Total..... | ¹ 868 | \$5.80 |
| All makers..... | 730 | 5.75 |
| Gauge..... | 214 | 6.60 |
| Half overseam..... | 79 | 5.25 |
| Inseam..... | 296 | 5.40 |
| Overseam..... | 93 | 5.40 |
| Other..... | 48 | ² |
| Machine operations other than making (silking, hemming and binding, novelty stitching)..... | 82 | 8.10 |
| Other occupations (end pulling, hand sewing, etc.)..... | 55 | 3.60 |

¹ Includes 1 with occupation not reported.

² Not computed; base less than 50.

Very few men are employed as home workers. Nine of the firms employed a total of 18, but individual earnings were obtained for only 12 of the men employed by 5 factories. Five earned less than \$10, 4 between \$11 and \$16, and 3 between \$20 and \$35. The occupations of the men home workers were cutting, slitting, making, and miscellaneous occupations.

More detailed information on earnings was obtained by interviewing home workers. The figures following are based on visits to 305 home workers and are for a period 2 to 4 weeks later than the pay-roll data, so some of the difference in earnings may be due (in addition to 3 factors previously discussed) to more work.

| Occupation | Number reporting earnings | Median of a week's earnings |
|-----------------|---------------------------|-----------------------------|
| Total..... | ¹ 286 | \$8.20 |
| All makers..... | ² 227 | 8.35 |
| Gauge..... | 84 | 9.00 |
| Inseam..... | 75 | 6.60 |

Includes 30 overseam and 38 other makers, 37 machine operators not makers, and 22 women in other occupations, groups too small for the computation of medians.

² Includes 30 overseam and 38 other makers, groups too small for the computation of medians.

It was impossible to obtain figures on hours worked per week, so an attempt was made to get estimates from each home worker on the time required to complete a dozen pairs of gloves, together with the rate received. From these estimates and rates, average hourly earnings were calculated for 285 women, the median for the total group being, roughly, 25 cents an hour. Hourly earnings varied widely in all occupations. Gauge makers, who formed almost three-tenths of the total group, had hourly earnings of from 14.6 cents to 50 cents, with nearly two-thirds averaging less than 30 cents. The median hourly earnings for all gauge makers were 28 cents, so it may be assumed that the \$9 median in the table represents, roughly, about 30 hours' work. Inseam makers, who were approximately one-fourth of the total, had a range in hourly earnings of from 9 cents to 32 cents, with over 95 percent averaging less than 30 cents. For all inseamers the median of hourly earnings was 21.7 cents, the weekly median of \$6.60 representing approximately 30 hours' work. If the home workers making gauge gloves should work a full-time week of 49 to 49½ hours their median earnings would be about \$13.75, as compared to the \$15 received by gauge makers in the factory; inseam makers working a full week at home would receive about \$10.60, as compared to the \$11.65 of the factory operators.

| Average hourly earnings (in cents) | All home-work operations | Gauge making | Inseam making | Overseam making | Machine operations other than making |
|------------------------------------|--------------------------|--------------|---------------|-----------------|--------------------------------------|
| Total..... | ¹ 285 | 82 | 73 | 32 | 40 |
| Less than 15..... | 24 | 1 | 9 | 1 | — |
| 15, less than 17..... | 24 | 5 | 9 | — | 6 |
| 17, less than 20..... | 19 | 7 | 6 | — | 1 |
| 20, less than 22..... | 35 | 3 | 15 | 2 | 5 |
| 22, less than 24..... | 31 | 10 | 14 | 2 | 1 |
| 24, less than 26..... | 25 | 8 | 3 | — | 5 |
| 26, less than 28..... | 33 | 7 | 12 | 7 | 4 |
| 28, less than 30..... | 19 | 11 | 2 | 3 | 2 |
| 30, less than 35..... | 35 | 13 | 3 | 7 | 5 |
| 35, less than 40..... | 16 | 10 | — | 4 | 2 |
| 40 and over..... | 24 | 7 | — | 6 | 9 |

¹ Total includes 36 women on other making operations and 22 on operations other than machine.

For one-fifth of the home workers the earnings reported represented the work of 2 or more persons, 64 having help from others, and 28 of the 64 having help from children.

Information as given by 301 of the home workers concerning the number of firms from which they took work simultaneously reveals that one-fifth of them (20.9 percent) took work from 2 or more employers in the week in July for which they reported earnings.

Other factors

Those taking work from more than one employer at a time generally did so because of the great seasonality of home work, hoping to piece out the work as long as possible or to earn extra against the time when there would be no work. Of 298 women taking work throughout the past year more than half had been unable to get work at some time during the year, due to the seasonal nature of the employment; this was exclusive of those reporting no work for 2 weeks at Christmas time. Only 13 women said their work was not seasonal.

A few instances were reported of home workers called upon to do rush work in the busy season, receiving gloves in the evening to be ready by the next morning, in some cases to be ready the same night.

The reasons given by 296 women for preferring home work to factory work were the usual ones. Well over half of them had household duties and children or other dependents to look after, while nearly 10 percent felt that they were too old or were not strong enough for factory work. Another group of 28 women disliked factory work—especially the older members of that group—and 19 had “just kept on with home work” after their children were grown.

Nearly four-fifths of all the home workers, compared to two-fifths of the inside workers, were married; and over one-third of the home workers, in contrast to one-seventh of the inside workers, were 50 years of age or older—the maximum being 82 years.

Almost three-fifths of the women reporting had been home workers for 10 years or longer; over a fourth of them for 25 years or more. Practically three-fifths had had some experience in glove factories, from less than 3 months to 40 years. Two women had been working on gloves for 55 to 65 years.

The majority of home workers were native born—68.2 percent of the total visited—but the proportion was much greater among the factory workers. Italians composed the largest group of the foreign-born home workers, 71 of 97. All but two of the Italians were engaged in some type of making and two-thirds of the makers were in gauge making. Not so large a proportion of native born were makers (70.7 percent), nor were they so concentrated in one specific type of making—44 percent were inseaming, 26 percent gauge making, 16 percent overseaming.

THE LEATHER-GLOVE INDUSTRY IN THE MIDDLE WEST

INTRODUCTION

As a supplement to the study of the leather-glove industry made in Fulton County, N.Y., in July 1933, a brief survey was made in January 1934 of the leather-glove industry in the Middle West. While the majority of the firms included in this survey are in Chicago, Ill., which is a fairly representative center of the Middle West section of the industry, some of the firms included are in Milwaukee, Wis. In Chicago there are approximately 16 factories making leather work gloves and mittens, and at least 2 others that make a combination canvas and leather work glove. Of the 16 whose product is leather gloves and mittens, 2 make also some of the canvas and leather gloves, at least 2 make also fine gloves, and 2 manufacture a very specialized type of heavy leather work glove. The majority of the plants in Chicago are small. In those cases where the factory is large the product is mainly fine gloves, so that of the estimated 775³ workers employed at glove making in Chicago, approximately two-fifths are engaged in the manufacture of fine gloves. Because of the differences in operations, types of leather, etc., in the manufacture of work gloves and of fine gloves, the two branches of the industry are treated separately in this report. The figures relating to the fine-glove workers in Chicago are thrown with those from Milwaukee, the

³ Estimated from data given by individual factories, officials in the industry, industrial and classified telephone directories, etc.

combined figures giving a representative sample of this branch of the leather-glove industry in the Middle West.

Wage and hour records for a recent full-time pay period were obtained from the pay rolls of 16 factories that made either work gloves or fine gloves or both, and that ranged in size from 3 to over 200 employees. In 6 firms it was necessary to go back to September, October, or November records to get a normal full-time pay period, but in the 10 other firms records were obtained for a pay period in December 1933 or January 1934. In those cases where pay-roll records were taken for a period prior to the effective date, November 13, 1933, of the leather and woolen knit glove code, the factories were operating under the President's Reemployment Agreement, whose reduced hours had required an increase in rates. Thus the only rate later affected by operation under the leather-glove code was the minimum one of 30 cents an hour, which was raised to 32½ cents.

The number of employees of the 16 firms included in this study is 385 men and 577 women, or a total of 962. When pay-roll records were obtained, a count made of the numbers employed a year before showed that these same firms employed at that time a total of 670—261 men and 409 women. The increase in total numbers employed in the year's period is 43.6 percent, representing a slightly greater increase in the numbers of men than of women employees.

WORK GLOVES

The work-glove industry differs in several respects from the fine-glove manufacture. There is not the variety of cutting, there is greater division of operation in the sewing of gloves, and there is no home work. Practically all the cutting in the manufacture of work gloves is block cutting, with a small amount of "clicker" cutting of linings and some small parts that are done in bulk by a clicker machine. A machine operator sewing on work gloves usually does not make the entire glove and is not known as a maker. The "making" is divided into closing, thumbing, backing, and fourchetting, with banding as a sort of subsidiary to these operations. A closer may do just the closing operation or may do thumbing or backing or all three. The bander sews on leather bands, cuffs, gores, all tips, pull pieces, snaps, button laps, and so forth. The bander usually receives the work after the closing operations, though on certain styles she may receive the gloves flat before the final closing operation. Other machine operators put binding on cuffs and gore, make linings, tack linings to the glove at the finger tips, or do silking. The work-glove operator does not turn the completed glove right side out or trim off threads as the fine-glove sewer usually does. The trimming or clipping of threads is done by table girls or "receivers", who may in addition clean, inspect, stamp, sort, paste on small leather pieces, clamp in buttons, and tack the gloves. The turning, a heavy operation in work gloves, is always done by men, who may in addition do laying-off. To repeat, there is no work done at home on work gloves in Chicago.

The total number included in this survey of the manufacture of work gloves in Chicago is 417—187 men and 230 women.

Occupation, sex, and method of payment—Work gloves

| Occupation | Total | Sex | | Method of payment | | |
|-----------------------------|-------|------|-------|-------------------|-------|---------------------|
| | | Men | Women | Time | Piece | Both time and piece |
| Total: | | | | | | |
| Number..... | 417 | 187 | 230 | 81 | 326 | 10 |
| Percent..... | 100.0 | 44.8 | 55.2 | 19.4 | 78.2 | 2.4 |
| Cutters..... | 119 | 119 | | 7 | 110 | 2 |
| Machine operators..... | 194 | | 194 | 23 | 167 | 4 |
| Closers..... | 110 | | 110 | 9 | 101 | |
| Other..... | 84 | | 84 | 14 | 66 | 4 |
| Hand operators..... | 104 | 68 | 36 | 51 | 49 | 4 |
| Layers-off and turners..... | 53 | 53 | | 3 | 48 | 2 |
| Other..... | 51 | 15 | 36 | 48 | 1 | 2 |

HOURS**Scheduled hours**

All the 13 firms visited had a regular weekly schedule of 40 hours, with an allowance under the leather and woolen knit glove code of 44 hours a week during the peak season for as much as 4 months of the year if necessary.

Actual hours worked

In most of the factories visited individual time records were kept, and for all but 26 men and 17 women actual hours worked were obtained. Of the 374 whose hours were reported, 33.4 percent had worked the regular 40-hour schedule and 17.6 percent 42 or 44 hours, so slightly over one-half (51 percent) had worked from 40 to 44 hours.

A considerably larger percentage of the men than of the women employees had worked 40 hours or more; 57.1 percent of the 161 men whose hours were reported, in contrast to 46.5 percent of the 213 women, had worked 40 to 44 hours. This greater percentage of full time and overtime on the part of the men is due to the fact that nearly two-thirds of the cutters, who form the largest group of men employees, worked 40 to 44 hours. Layers-off and turners—all men—had a much smaller proportion on full time or overtime; in fact, nearly two-thirds of them worked less than 40 hours.

EARNINGS

Earnings of work-glove employees have been tabulated according to occupation. All cutters, layers-off, and turners are men; all included as closers and as "other machine operators" are women. In the groups of miscellaneous hand operators are 15 men and 36 women employed at such operations as sorting, packing, table work, trimming, pasting, etc. All but 3 of the 51 are timeworkers. The only other group with more than a few time workers are the women banders, binders, and miscellaneous machine operators, with one-sixth paid by such method.

Hourly earnings

Since hours worked were obtained for such a large proportion of the employees it was possible to compute average hourly earnings by

occupation. Among the 161 men with hours worked reported were 98 cutters; 62.2 percent of these earned less than 50 cents an hour and 37.8 percent earned 50 cents an hour or more. Just over half of those earning 50 cents or more earned less than 55 cents; in other words, a little over 80 percent of the cutters whose hours were reported averaged less than 55 cents an hour. For all the cutters the average hourly earnings ranged from 23 cents to 96.6 cents, the median being 46 cents. Five cutters who earned less than the code minimum, 32½ cents an hour, were exempt from code requirements because beginners with a lower established minimum rate, elderly workers exempt on account of age,⁴ or workers for whom the pay period taken was in October or early November when the minimum of the President's Reemployment Agreement, 30 cents per hour, was still in effect. All but 9 of the 98 cutters were pieceworkers.

There were 48 layers-off and turners among the men for whom hours worked were reported. One-third of these had average hourly earnings of less than 37½ cents, about two-fifths had hourly earnings of 37½ and less than 50 cents, and slightly more than one-fourth earned 50 cents or over. Approximately one-fourth earned from 30 to 65 cents an hour. The average hourly earnings ranged from 23.3 to 79.5 cents, inclusive. There were 5 who averaged less than the 32½ cents an hour minimum; 3 of these came under the President's Reemployment Agreement, and 2 under the leather-glove code exemptions. Forty-three of the forty-eight layers-off and turners were pieceworkers.

Twelve of the fifteen men in miscellaneous hand operations were evenly divided in three average-earnings groups; the remaining 3 received 55 cents or more. The highest time rate, 70 cents an hour, was that of a foreman; an assistant foreman in a cutting department averaged 82.7 cents an hour on piece and time work combined. Four men made less than the code minimum.

Among the 213 women with hours worked reported were 101 closers. Their average hourly earnings ranged from 19.5 to 78 cents, with well over half, 57.4 percent, earning less than 37½ cents. The median was 35.7 cents. Of those earning as much as 37½ cents an hour all but 6 earned less than 50 cents. In the group of 27 women who earned less than the 32½ cents minimum set by the code, the earnings of approximately half came under the President's Reemployment Agreement and half had a lower wage rate or were entirely exempted. Ninety-two of the one hundred and one women were pieceworkers.

The 76 women doing other machine operations were employed at banding, binding, or miscellaneous jobs, such as tacking, making linings, strapping, fancy stitching, silking, etc. More than three-fifths (61.8 percent) averaged less than 37½ cents an hour; all but 4 earned less than 50 cents. The range of hourly earnings in this group was from 17.5 cents to 63.9 cents, the median being 34 cents. Two-thirds of the 21 women who earned less than the leather-glove code minimum of 32½ cents an hour were, at the time of the pay roll taken, under the President's Reemployment Agreement, and the rest were covered by exemptions in the code. A little more than

⁴ The total number of beginners and the total number of superannuated employees in a factory shall not exceed 10 percent each of the total number of employees.

three-fourths (77.6 percent) of all the women in this group were pieceworkers.

Thirty-two of the thirty-six women in miscellaneous hand operations were paid less than 37½ cents an hour; 14 were paid less than 32½ cents, most of them under rates set before the code went into effect. The lowest time rate was 15 cents; the highest, 57½ cents, was received by a forelady.

Average hourly earnings, by occupation—Work gloves

[Percents not computed where base is less than 50]

| Sex and occupation | Total | Average hourly earnings | | | | | | Hourly earnings not obtainable |
|------------------------------|-------|-------------------------|---------------------|--------------------------|-------------------------|------------------------|-------------------|--------------------------------|
| | | Total re-reported | Less than 32½ cents | 32½, less than 37½ cents | 37½, less than 50 cents | 50, less than 55 cents | 55 cents and more | |
| MEN | | | | | | | | |
| Cutters: | | | | | | | | |
| Number..... | 119 | 98 | 5 | 13 | 43 | 19 | 18 | 21 |
| Percent..... | | 100.0 | 5.1 | 13.3 | 43.9 | 19.4 | 18.4 | |
| Hand operators: | | | | | | | | |
| Layers-off and turners.... | 53 | 48 | 5 | 11 | 19 | 5 | 8 | 5 |
| Other..... | 15 | 15 | 4 | 4 | 4 | | 3 | |
| WOMEN | | | | | | | | |
| Machine operators: | | | | | | | | |
| Closers: | | | | | | | | |
| Number..... | 110 | 101 | 27 | 31 | 37 | 1 | 5 | 9 |
| Percent..... | | 100.0 | 26.7 | 30.7 | 36.6 | 1.0 | 5.0 | |
| Banders, binders, and other: | | | | | | | | |
| Number..... | 84 | 76 | 21 | 26 | 25 | 3 | 1 | 8 |
| Percent..... | | 100.0 | 27.6 | 34.2 | 32.9 | 3.9 | 1.3 | |
| Hand operators..... | 36 | 36 | 14 | 18 | 2 | 1 | 1 | |

Week's earnings ⁵

The average (median) week's earnings for each occupational group irrespective of hours worked were as follows:

| Occupation | Number | Median week's earnings |
|------------------------------|--------|------------------------|
| Men: | | |
| Cutters..... | 119 | \$17.95 |
| Layers-off and turners..... | 53 | 17.25 |
| Women: | | |
| Closers..... | 110 | 13.50 |
| Other machine operators..... | 84 | 12.95 |

Among the men, the average week's earnings of the 64 cutters who worked 40 to 44 hours were \$19. Forty-three of these worked the regular 40-hour schedule, the maximum established in the code. The week's earnings of these 43 ranged from \$11.23 to \$31.20, with about two-thirds of them earning \$15 to \$20. Two-thirds of the 21 cutters who worked 42 hours or 44 hours a week earned \$15 to \$22.

Well over half (26) of the 48 layers-off and turners whose hours were reported worked 35 and less than 40 hours in the week. Though

⁵ Earnings that fell below the minimum set by the leather-glove code have been analyzed and discussed in detail under hourly earnings and will not be reviewed here.

18 HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

the week's earnings for this group of 26 went as high as \$27.69, half of these earnings were \$12 and under \$17. Eighteen layers-off and turners had weekly hours of from 40 to 44—10 working the established 40-hour maximum—and earned from \$10.39 to \$35; well over two-fifths of these full-time and overtime workers earned \$16 to \$19.

Among the women, of the 101 closers whose hours were reported, 32 worked a full-time week of 40 hours. The week's earnings of these 32 ranged from \$12 to \$25.33 with 17 of them earning \$12 to \$15 and the remaining 15 earning \$16 to \$25. There were 28 closers who worked 35 and less than 40 hours. The earnings of these 28 ranged from \$8.99 to \$27.32, but 18 of them earned \$10 to \$14. Sixteen closers had weekly hours of 42 to 44. Their earnings ranged from \$8.60 to \$21.88, with 9 of them earning \$14 to \$17.

Of the 76 women on other machine operations, such as banding and binding, 31 worked 35 and under 40 hours and their earnings ranged from \$9.34 to \$25.25, with 25 of them earning \$11 to \$14. Twenty-six women had weekly hours of 40, 42, or 44—17 working the regular 40-hour schedule; 12 of the 26 earned \$11 to \$13.

Classified in \$5 groups, the earnings of men and women, according to hours worked, were as follows:

Week's earnings, by hours worked and occupation—Work gloves

[Medians and percents not computed where base is less than 50]

| Occupation and week's earnings | Total number | With hours worked reported | | | | | With hours worked not reported |
|------------------------------------|--------------|----------------------------|--------------------|------------------------|----------|-----------------|--------------------------------|
| | | Total | Less than 35 hours | 35, less than 40 hours | 40 hours | 42 and 44 hours | |
| MEN | | | | | | | |
| Cutters: | | | | | | | |
| Number..... | 119 | 98 | 12 | 22 | 43 | 21 | 21 |
| Percent..... | | 100.0 | 12.2 | 22.4 | 43.9 | 21.4 | |
| Median earnings..... | \$17.95 | \$18.15 | | | | | |
| Less than \$10..... | 11 | 7 | 6 | | | 1 | 4 |
| \$10, less than \$15..... | 22 | 18 | 5 | 6 | 4 | 3 | 4 |
| \$15, less than \$20..... | 49 | 43 | | 12 | 21 | 10 | 6 |
| \$20, less than \$25..... | 26 | 23 | | 4 | 14 | 5 | 3 |
| \$25 and more..... | 11 | 7 | 1 | | 4 | 2 | 4 |
| Hand operators: | | | | | | | |
| Layers-off and turners—number..... | 53 | 48 | 4 | 26 | 10 | 8 | 5 |
| Median earnings..... | \$17.25 | | | | | | |
| Less than \$10..... | 4 | 4 | 3 | 1 | | | |
| \$10, less than \$15..... | 16 | 15 | 1 | 11 | 2 | 1 | 1 |
| \$15, less than \$20..... | 19 | 17 | | 9 | 5 | 3 | 2 |
| \$20, less than \$25..... | 10 | 10 | | 4 | 3 | 3 | |
| \$25 and more..... | 4 | 2 | | 1 | | 1 | 2 |
| Other hand operators—number..... | 15 | 15 | 5 | | 8 | 2 | |
| Less than \$10..... | 2 | 2 | 2 | | | | |
| \$10, less than \$15..... | 9 | 9 | 2 | | 6 | 1 | |
| \$15, less than \$20..... | 2 | 2 | 1 | | | 1 | |
| \$20, less than \$25..... | 1 | 1 | | | 1 | | |
| \$25 and more..... | 1 | 1 | | | 1 | | |
| WOMEN | | | | | | | |
| Machine operators: | | | | | | | |
| Closers: | | | | | | | |
| Number..... | 110 | 101 | 25 | 28 | 32 | 16 | 9 |
| Percent..... | | 100.0 | 24.8 | 27.7 | 31.7 | 15.8 | |
| Median earnings..... | \$13.50 | \$13.35 | | | | | |
| Less than \$10..... | 15 | 15 | 12 | 2 | | 1 | |
| \$10, less than \$15..... | 57 | 50 | 12 | 18 | 14 | 6 | 7 |
| \$15, less than \$20..... | 29 | 27 | 1 | 6 | 14 | 6 | 2 |
| \$20, less than \$25..... | 7 | 7 | | 1 | 3 | 3 | |
| \$25 and more..... | 2 | 2 | | 1 | 1 | | |

HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY 19

Week's earnings, by hours worked and occupation—Work gloves—Continued

| Occupation and week's earnings | Total number | With hours worked reported | | | | | With hours worked not reported |
|--------------------------------|--------------|----------------------------|--------------------|------------------------|----------|-----------------|--------------------------------|
| | | Total | Less than 35 hours | 35, less than 40 hours | 40 hours | 42 and 44 hours | |
| WOMEN—Continued | | | | | | | |
| Machine operators—Continued. | | | | | | | |
| Banders, binders, and other: | | | | | | | |
| Number..... | 84 | 76 | 19 | 31 | 17 | 9 | 8 |
| Percent..... | | 100.0 | 25.0 | 40.8 | 22.4 | 11.8 | |
| Median earnings..... | \$12.95 | \$12.85 | | | | | |
| Less than \$10..... | 20 | 19 | 15 | 3 | 1 | | 1 |
| \$10, less than \$15..... | 44 | 41 | 4 | 25 | 9 | 3 | 3 |
| \$15, less than \$20..... | 14 | 10 | | 1 | 7 | 2 | |
| \$20, less than \$25..... | 5 | 5 | | 1 | | 4 | |
| \$25 and more..... | 1 | 1 | | 1 | | | |
| Hand operators—number..... | 36 | 36 | 6 | 5 | 15 | 10 | |
| Less than \$10..... | 12 | 12 | 6 | 1 | 5 | | |
| \$10, less than \$15..... | 20 | 20 | | 4 | 7 | 9 | |
| \$15, less than \$20..... | 2 | 2 | | | 1 | 1 | |
| \$20, less than \$25..... | 2 | 2 | | | 2 | | |

Rates

To obtain some idea of piece rates, figures of the highest and the lowest rate paid on various operations were obtained in practically all the factories visited. The piece rates received by the cutters varied greatly according to the type or kind of leather and the style of glove or size of piece to be cut, so that the rates for block cutting ranged all the way from 3½ to 75 cents a dozen pairs. It may be said that roughly the rates for cutting small pieces such as backs or for cutting boys' mittens were from 15 to 30 cents a dozen pairs, and for cutting the entire glove from 24 to 75 cents a dozen pairs, with a general grouping between 30 and 50 cents. Of the 9 firms reporting on cutting the entire glove, 5 firms had lowest rates ranging from 30 to 32 cents a dozen pairs, 2 had lowest rates of 24 and 25 cents, and 2 of 42 and 45 cents, respectively. In 4 firms the highest rate for glove cutting was from 47 to 50 cents a dozen pairs, the highest rate in 2 others was 40 cents, and 3 had highest rates of 57, 65, and 75 cents, respectively. The rates per dozen pairs for cutting operations in various firms are as follows:

LEATHER GLOVES

Block cutting entire glove (cents)

24 to 49.
25 to 50.
30 to 47.
30 to 65.
30½ to 57.
32 to 40.
32 to 40.
42 to 50.
45 to 75.

Block cutting smaller parts such as backs; also mittens (cents)

15 to 30.
20.

Cutting small pieces such as cuffs, palms, straps, etc. (cents)

4½ to 15.
4 to 9.
3½, 10, 11.

A few cutters on time work received hourly rates of 32½, 37½, 50, 68, and 70 cents. In canvas gloves the rates for cutting ranged from 13¼ to 22¾ cents a dozen pairs.

Layers-off of leather gloves and mittens received anywhere from 7 to 22 cents a dozen pairs, while turners' rates were from 1¼ to 6 cents. On combination canvas and leather gloves layers-off received from 7 to 9½ cents, turners 2½ to 4¾ cents.

The rates per dozen pairs for laying-off and turning operations in various firms are as follows:

LEATHER GLOVES

| <i>Laying-off (cents)</i> | <i>Turning (cents)</i> |
|---------------------------|------------------------|
| 7 to 18. | 1¼ to 4½. |
| 9. | 4. |
| 9 to 15. | 4 and 6. |
| 9½ to 14½. | 5. |
| 10 to 15. | 5½ and 6. |
| 12 and 14. | 5 and 6. |
| 15. | |
| 16. | |
| 22. | |

CANVAS AND LEATHER GLOVES

| <i>Laying-off (cents)</i> | <i>Turning (cents)</i> |
|---------------------------|------------------------|
| 7. | 2½. |
| 8½ to 9½. | 4¾. |

Time rates were 35 cents an hour for layers-off and 32½ and 35 cents for turners.

Rates for the closing operations on leather work gloves ranged all the way from 9.7 to 43 cents a dozen pairs depending on the style of glove and the kind of leather. Rates for thumbing only were from 6 to 17.9 cents, and for backing only they were from 6 to 13½ cents. On canvas gloves, rates for closing operations ranged from 10½ to 26 cents a dozen pairs depending on the style and particular operation performed. Backing rates were from 5 to 15 cents, thumbing rates 5 and 6 cents.

The rates per dozen pairs for closing operations in various firms are as follows:

LEATHER GLOVES

| <i>Closing (cents)</i> | <i>Thumbing (cents)</i> | <i>Fourchette sewing (cents)</i> |
|------------------------|-------------------------|----------------------------------|
| 9.7 to 19.5. | 6 to 10. | 18 and 20. |
| 12 and (welted) 22. | 6.5 to 10.7. | |
| 12 to 24.7. | 8. | <i>Corkscrew (cents)</i> |
| 14 and 17. | 9. | 21. |
| 15. | 12½. | <i>Side finger (cents)</i> |
| 15 to 23. | 17.9. | 3. |
| 16 and (welted) 32. | | <i>Fleece linings (cents)</i> |
| 16 to 35. | <i>Backing (cents)</i> | 5.8 and 9.8. |
| 18.5 to 35.4. | 6 to 10. | |
| 26. | 9. | |
| 27 to 43. | 9. | |
| | 13½. | |

CANVAS AND LEATHER GLOVES

| <i>Closing (cents)</i> | <i>Thumbing (cents)</i> | <i>Backing (cents)</i> |
|------------------------|-------------------------|------------------------|
| 10½ (light). | 5 (light). | 5 (light). |
| 11. | 6 (heavy). | 15 (heavy). |
| 15 (heavy). | | |
| 21¼ to 26. | | |

| | |
|---------------------------------|----------|
| <i>Back to palms</i> | 3 cents. |
| <i>Palms together</i> | 7 cents. |
| <i>Fourchette to palm</i> | 5 cents. |

Timeworkers on closing operations received 34, 35, 40, 42½, 45, and 47 cents an hour.

Rates for banding leather work gloves (which includes sewing on patches, straps, elastic, knit wrists) ranged all the way from 2½ to 35 cents a dozen pairs depending on style, size, leather, and particular operation. The extremes in rates per dozen pairs for banding operations in the various firms are as follows:

Rates for leather glove banding (cents)

| | |
|------------|--------------|
| 2½ to 11. | 7.8 to 16.4. |
| 4 to 12. | 9 to 28. |
| 5¾ to 16¾. | 15 and 18. |
| 7 to 23. | 17 and 35. |
| 7 to 25. | |

For canvas and leather glove banding, which includes sewing on cuffs and knit wrists, rates per dozen pairs are as follows:

2½, 5, and 15 cents. 5 and 9½ cents.

Rates for binding leather work gloves (putting binding on cuff and gore) ranged in one firm from 2½ to 20 cents a dozen pairs, but in the others the range was from 2.9 to 9 cents. Rates per dozen pairs for binding operations in various firms are as follows:

Leather gloves (cents)

Canvas and leather gloves (cents)

2½ to 20.
2.9 to 8.8.
3¾ to 9.
5 to 7.
6.

2.
2½.

For other miscellaneous operations the piece rates per dozen pairs in various firms are as follows:

| | <i>Cents</i> |
|-------------------------|--------------|
| Inserting linings..... | 2.5 to 8.7. |
| Trimming..... | 2.8. |
| Tacking..... | 5½ to 7½. |
| Making linings..... | 6 to 10. |
| Putting on buttons..... | 6.2 to 6.4. |
| Sewing elastic..... | 11.7. |
| Sewing fur linings..... | 64.3. |

Timeworkers on banding, binding, tacking, piping, silking, sewing in elastic, and sewing linings had hourly rates of 30, 33, 35, 37½, 40, and 45 cents.

FINE GLOVES

A total of 508 workers employed by 4 firms in Chicago and Milwaukee are included in this fine-glove section of the report. The method of manufacture in the fine-glove industry in the Middle West as represented by these four firms differs to some extent from that in the East. There is practically no use of home workers, an insignificant number, less than 10, being found on the pay rolls; there is a more pronounced tendency to subdivide operations and to install efficiency systems based on time studies of each operation. Certain minor operations such as trimming leather, clipping threads, and even turning gloves may be done by a separate group of workers in order to save the time of the machine operators. Further it is more frequently the practice to train workers to do more than one type of

22 HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

work so that they can be shifted from one machine or operation to another as orders vary. As a result of this shifting from one operation to another it was not possible to obtain a classification of all machine operators according to type of operation.

Occupation, sex, and method of payment—Fine gloves

| Occupation | Total | Sex | | Method of payment | | |
|---------------------------------------|-------|------|-------|-------------------|-------|---------------------|
| | | Men | Women | Time | Piece | Both time and piece |
| Total: | | | | | | |
| Number..... | 508 | 184 | 324 | 59 | 446 | 3 |
| Percent..... | 100.0 | 36.2 | 63.8 | 11.6 | 87.8 | 0.6 |
| Cutters..... | 150 | 150 | | 4 | 146 | |
| Layers-off..... | 17 | 17 | | | 17 | |
| Machine operators..... | 236 | | 236 | 3 | 231 | 2 |
| Makers..... | 114 | | 114 | | 114 | |
| Gauge..... | 42 | | 42 | | 42 | |
| Other..... | 72 | | 72 | | 72 | |
| Other machine operators..... | 41 | | 41 | 2 | 37 | 2 |
| Machine operators not classified..... | 81 | | 81 | 1 | 80 | |
| Hand operators..... | 105 | 17 | 88 | 52 | 52 | 1 |

HOURS

Scheduled hours

Scheduled hours for the four factories were 40 a week, with an allowance under the leather and woolen knit glove code of 44 hours a week during the peak season for as much as 4 months of the year if necessary.

Actual hours worked

Actual hours of work were recorded for 181 of a total of 184 men. A little over two-fifths of these worked a full-time week of 40 hours, and almost three-tenths worked in excess of 40, including 44. Of the latter group of 54 men, all but 11 were cutters. There were 51 men (28.2 percent) whose hours of work were less than 40; there were 19 whose hours were less than 35.

Of the 324 women whose hours of work were recorded, 30.6 percent worked the regular schedule of 40 hours and well over two-fifths worked in excess of 40 hours, including 44. Roughly one-half of the women on other hand operations (all kinds of miscellaneous hand work, such as end pulling, trimming, clipping, pasting, etc.) and of those on machine operations not classified (which includes some making operations as well as binding, silking, hemming, etc.) worked more than 40 hours. Exactly 25 percent of the women worked less than 40 hours a week, and 10.8 percent worked less than 35.

EARNINGS

Earnings of employees in the fine-glove industry have been analyzed according to occupation, sex, and method of payment.

Hourly earnings

As records of hours worked were kept for all employees, it was possible to compute average hourly earnings except in three instances

where there was an incomplete record on the time-clock cards. Hourly earnings were computed for 181 men employees, of whom 92.8 percent were pieceworkers.

The average (median) hourly earnings of 147 cutters, all of whom were men, were 51.9 cents. Four cutters on time rates, included in the 147, had hourly rates lower than 34 cents. The group of cutters includes table, pattern, jerkdown, and block cutters, and a few who cut small pieces only. More than one-fourth had average hourly earnings of 32½ and less than 50 cents. About one-third had hourly earnings of 50 and less than 65 cents, and slightly over one-fifth had hourly earnings of 65 cents or more. There were 42.2 percent of the cutters who earned less than 50 cents an hour. Of 20 cutters who earned less than the minimum of 32½ cents set by the leather and woolen knit glove code, 12 were beginners and several others were elderly, slow, or partially incapacitated. All the 12 beginners and all but 2 of the others appeared on pay rolls for a period prior to the glove code but covered by the President's Reemployment Agreement with its minimum of 30 cents an hour and all but 4 had hourly earnings of 30 to 32.4 cents.

In the total of 181 men whose average hourly earnings were computed there were 17 layers-off, all pieceworkers. Their hourly earnings ranged from 35.7 cents to \$1.38, with 5 averaging less than 50 cents an hour, and 12 whose earnings were 50 cents and above.

Seventeen men listed as "other hand operators" were about evenly divided between pieceworkers and timeworkers, 8 being on piece rates and 9 on time rates. The occupations included in this class are shaving, slitting, leather sorting and general work in the leather room, button fastening, polishing, and black edging. Seven of this group had average hourly earnings of 50 to 68.2 cents inclusive, 3 earned from 87.5 cents to \$1, and 7 earned 45 cents and less. The two who fell below 32½ cents were beginners on a rate of 30 cents an hour.

Hourly earnings were computed for 324 women employees, of whom 84.8 percent were pieceworkers. The average (median) hourly earnings of 114 women employed in making were 40.4 cents. Included in this group of making operations were gauge making and such types as overseam, outseam, pique, and inseam. Operators listed under making may complete individually an entire glove or may do only certain operations, such as fitting up or fourchetting, thumbing, and closing. Well over one-fourth of the 42 women listed under gauge making earned less than 37½ cents an hour, and 1 of these, a beginner at 30 cents, earned less than 32½ cents. Thirty of the gauge operators averaged from 38.3 to 62.2 cents an hour, about half earning at least 48 cents.

The 72 women classed as other makers (overseam, outseam, pique, and inseam), all of them pieceworkers, had average hourly earnings of 38.8 cents. Two-fifths of the group earned less than 37½ cents an hour, 6 of them less than 32½ cents. Of the group last named, 3 were beginners at 30 cents an hour and 3 were elderly or incapacitated. Hourly earnings in one case were as high as 65.8 cents, but the majority of those who earned more than 37½ cents an hour averaged less than 45 cents.

Other machine operations, which cover binding, hemming, silking, embroidering, repairing, and miscellaneous machine-sewing jobs, include 41 women, all but 4 of them pieceworkers. Their average hourly

24 HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

earnings ranged from less than 30 to 52½ cents. Of 17 at less than 37½ cents, 10 earned less than 32½; 3 of the latter were beginners at 30 cents and 7 were elderly, slow, or incapacitated, with earnings of 24.1 to 32 cents. Twenty of the forty-one earned from 37.8 to 46.7 cents an hour.

A total of 81 women machine operators were reported as employed interchangeably at making and other machine operations. All but 1 of these unclassified machine operators were pieceworkers. The average (median) hourly earnings of this group were 35.6 cents, and individual earnings ranged from less than 30 cents to 54½ cents. Nearly three-fifths, 48 women, averaged less than 37½ cents an hour, with 29 of these—including the beginners and the elderly, slow, or incapacitated—earning less than 32½ cents.

There were 88 women on hand operations. These included trimming, clipping, and pulling, button fastening, pasting, packing, stamping, hand sewing, and so forth. Of these women, 44 were on piece rates, 43 on time rates, and 1 on both piece and time. The average hourly earnings were 33 cents. Sixty-six of the 88 women had average hourly earnings below 37½ cents, 19 of them below 32½ cents. All but 1 of the 19 averaged from 30 to 32.3 cents an hour; they included beginners and those described as elderly, slow, or incapacitated.

Average hourly earnings, by occupation—Fine gloves

[Percents not computed where base is less than 50]

| Sex and occupation | Total | Average hourly earnings | | | | | | Hourly earnings not obtainable |
|-----------------------------------|-------|-------------------------|---------------------|--------------------------|-------------------------|------------------------|-------------------|--------------------------------|
| | | Total reported | Less than 32½ cents | 32½, less than 37½ cents | 37½, less than 50 cents | 50, less than 55 cents | 55 cents and more | |
| MEN | | | | | | | | |
| Cutters: | | | | | | | | |
| Number..... | 150 | 147 | 20 | 9 | 33 | 27 | 58 | 3 |
| Percent..... | | 100.0 | 13.6 | 6.1 | 22.4 | 18.4 | 39.5 | |
| Layers-off..... | 17 | 17 | | 1 | 4 | 2 | 10 | |
| Other hand operators..... | 17 | 17 | 2 | 3 | 2 | 2 | 8 | |
| WOMEN | | | | | | | | |
| Machine operators: | | | | | | | | |
| Makers..... | 114 | 114 | 7 | 34 | 50 | 13 | 10 | |
| Gauge..... | 42 | 42 | 1 | 11 | 18 | 5 | 7 | |
| Other: | | | | | | | | |
| Number..... | 72 | 72 | 6 | 23 | 32 | 8 | 3 | |
| Percent..... | | 100.0 | 8.3 | 31.9 | 44.4 | 11.1 | 4.2 | |
| Other machine operators..... | 41 | 41 | 10 | 7 | 23 | 1 | | |
| Machine operators not classified: | | | | | | | | |
| Number..... | 81 | 81 | 29 | 19 | 24 | 9 | | |
| Percent..... | | 100.0 | 35.8 | 23.5 | 29.6 | 11.1 | | |
| Hand operators: | | | | | | | | |
| Number..... | 88 | 88 | 19 | 47 | 15 | 3 | 4 | |
| Percent..... | | 100.0 | 21.6 | 53.4 | 17.0 | 3.4 | 4.5 | |

Week's earnings⁶

Of men, the average week's earnings of the 147 cutters, irrespective of hours worked, were \$20.55, with a range of earnings from \$7 to \$47.45. The average for the 57 who worked a 40-hour week was \$20.80. Earnings of these 57 cutters ranged from \$12 to the group \$30 and under \$35, with one-third earning \$20 and under \$25 and over one-fourth \$25 and under \$35. Forty-three cutters who worked more than 40 hours had earnings ranging from \$12 to the group \$40 and under \$45, with three-tenths earning \$15 to \$19 and well over one-third \$20 to \$24.

There were only 6 of the 17 layers-off who worked a 40-hour week. The earnings of these 6 ranged from \$21 to the group \$35 and under \$40, with 4 of them earning \$25 and under \$30. Nine layers-off worked either 41 or 42 hours; their earnings ranged from \$15 to the group \$30 and under \$35, with 4 earning \$18 and under \$20 and 3 in the \$25 and under \$35 group.

All but 4 of the 17 men on other hand occupations, which includes various skilled work in the leather room as well as general unskilled operations, worked a 40-hour week. Their earnings ranged from \$12 to the group \$40 and under \$45, 4 men earning \$12 and less than \$15, and 5 earning \$20 and less than \$25.

The following average (median) week's earnings, irrespective of hours worked, are for the occupational groups in which there were 50 or more women:

| | |
|---|----------|
| All making operations..... | \$15. 85 |
| Making operations other than gauge..... | 15. 30 |
| Machine operations not classified..... | 14. 45 |
| Hand operations..... | 13. 65 |

Nineteen of the forty-two women employed on gauge making worked a full-time week of 40 hours, and 16 others worked 42 hours. The earnings of the 19 ranged from \$12 to \$24, with 10 women earning \$20 or more. The 16 who worked 42 hours earned from \$13 to \$22, half of them earning \$15 to \$18.

Of the 72 women doing other making, 32 worked the regular 40-hour schedule. Their week's earnings ranged from \$12 to \$26.50, well over two-fifths earning \$15 to \$19. Twenty-six women worked 42 or 44 hours; their earnings ranged from \$12 to \$19, half earning \$12 to \$14 and half \$15 to \$19.

Thirteen of the forty-one women on other machine operations worked a 40-hour week. Their earnings ranged from \$12 to \$19, 9 earning \$15 to \$17. Thirteen others worked either 42 or 44 hours; their earnings ranged from \$10 to \$22, with 7 earning \$15 to \$18.

In the group of 81 unclassified machine operators only 5 worked 40 hours. Forty-five women worked 41 hours and had week's earnings from \$8 to \$22, with over half earning \$10 to \$14. About one-fifth of the 81 women had hours of 35 and under 40, with week's earnings of \$5 to \$20. Half of this small group earned \$9 and less than \$15.

Thirty women of the eighty-eight employed on hand operations worked 40 hours and earned from \$12 to \$25.20. Two-thirds of these full-time workers earned \$12 to \$14. A larger group, 44 women, worked 41, 42, or 44 hours; their earnings ranged from \$12 to \$26.11, with over four-fifths earning \$12 and under \$15.

⁶ Earnings that fell below the minimum set by the leather and woolen knit glove code have been analyzed and discussed in detail under hourly earnings and will not be reviewed here.

26 HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

Classified in \$5 groups, the earnings of men and women, according to hours worked, were as follows:

Week's earnings, by hours worked and occupation—Fine gloves

[Medians and percents not computed where base is less than 50]

| Occupation and week's earnings | Total number | Hours worked | | | |
|-------------------------------------|--------------|--------------------|------------------------|----------|-----------------------------|
| | | Less than 35 hours | 35, less than 40 hours | 40 hours | Over 40, including 44 hours |
| MEN | | | | | |
| Cutters: | | | | | |
| Number..... | 1 147 | 16 | 31 | 57 | 43 |
| Percent..... | 100.0 | 10.9 | 21.1 | 38.8 | 29.3 |
| Median earnings..... | \$20.55 | | | \$20.80 | |
| Less than \$10..... | 5 | 5 | | | |
| \$10, less than \$15..... | 29 | 5 | 6 | 12 | 6 |
| \$15, less than \$20..... | 33 | 3 | 7 | 10 | 13 |
| \$20, less than \$25..... | 44 | 1 | 8 | 19 | 16 |
| \$25 and more..... | 36 | 2 | 10 | 16 | 8 |
| Layers-off—number..... | 17 | 1 | 1 | 6 | 9 |
| Less than \$10..... | 1 | 1 | | | |
| \$15, less than \$20..... | 5 | | | | 5 |
| \$20, less than \$25..... | 2 | | | 1 | 1 |
| \$25 and more..... | 9 | | 1 | 5 | 3 |
| Other hand operators—number..... | 17 | 2 | | 13 | 2 |
| \$10, less than \$15..... | 7 | 2 | | 4 | 1 |
| \$15, less than \$20..... | 1 | | | 1 | |
| \$20, less than \$25..... | 5 | | | 5 | |
| \$25 and more..... | 4 | | | 3 | 1 |
| WOMEN | | | | | |
| Machine operators: | | | | | |
| Gauge makers—number..... | 42 | 2 | 5 | 19 | 16 |
| Less than \$10..... | 1 | 1 | | | |
| \$10, less than \$15..... | 11 | 1 | 2 | 3 | 5 |
| \$15, less than \$20..... | 17 | | 3 | 6 | 8 |
| \$20, less than \$25..... | 13 | | | 10 | 3 |
| Other makers: | | | | | |
| Number..... | 72 | 10 | 4 | 32 | 26 |
| Percent..... | 100.0 | 13.9 | 5.6 | 44.4 | 36.1 |
| Median earnings..... | \$15.30 | | | | |
| Less than \$10..... | 4 | 4 | | | |
| \$10, less than \$15..... | 29 | 5 | 4 | 7 | 13 |
| \$15, less than \$20..... | 28 | 1 | | 14 | 13 |
| \$20, less than \$25..... | 9 | | | 9 | |
| \$25 and more..... | 2 | | | 2 | |
| Other machine operators—number..... | 41 | 4 | 11 | 13 | 13 |
| Less than \$10..... | 2 | 1 | 1 | | |
| \$10, less than \$15..... | 16 | 3 | 6 | 2 | 5 |
| \$15, less than \$20..... | 22 | | 4 | 11 | 7 |
| \$20, less than \$25..... | 1 | | | | 1 |
| Machine operators not classified: | | | | | |
| Number..... | 81 | 15 | 16 | 5 | 45 |
| Percent..... | 100.0 | 18.5 | 19.8 | 6.2 | 55.6 |
| Median earnings..... | \$14.45 | | | | |
| Less than \$10..... | 15 | 10 | 3 | | 2 |
| \$10, less than \$15..... | 36 | 4 | 6 | 3 | 23 |
| \$15, less than \$20..... | 22 | 1 | 6 | 2 | 13 |
| \$20, less than \$25..... | 8 | | 1 | | 7 |
| Hand operators: | | | | | |
| Number..... | 88 | 4 | 10 | 30 | 44 |
| Percent..... | 100.0 | 4.5 | 11.4 | 34.1 | 50.0 |
| Median earnings..... | \$13.65 | | | | |
| Less than \$10..... | 3 | 3 | | | |
| \$10, less than \$15..... | 61 | | 5 | 20 | 36 |
| \$15, less than \$20..... | 19 | 1 | 4 | 8 | 6 |
| \$20, less than \$25..... | 3 | | 1 | 1 | 1 |
| \$25 and more..... | 2 | | | 1 | 1 |

¹ 3 cutters earning \$10.25, \$23.50, and \$35 not included, as hours worked are not reported.

THE LEATHER-GLOVE INDUSTRY IN CALIFORNIA

INTRODUCTION

Ranking fourth among the States in the value of leather gloves manufactured is California. In 1929 over \$1,000,000 worth of leather gloves were made in this State, almost one-half the value of Illinois' output. In 1931 production in California had fallen off to little more than half a million dollars in value, and production in Illinois had fallen off in about the same proportion. There was also a considerable reduction in personnel in 1931 as compared with 1929 in both States, but more noticeably in California.

In March 1934 the Women's Bureau undertook to find out what was happening to the glove worker in this area. Almost all of the 161 wage earners reported in the industry in 1931 were in San Francisco and vicinity and in Los Angeles; 135 employees were on the pay rolls of the 14 firms visited. The establishments were quite small, all but 2 employing fewer than 15 wage earners.

The leather-glove industry seems to be disappearing from California. In many cases these small firms had been salvaged from larger firms. Considerable numbers of workers had drifted into the needle trades, many following former glove firms into leather-coat making. But there are still some experienced workers who move about from firm to firm in the glove industry as orders come in. Employment conditions seemed to have remained almost stationary in the past year; though 6 firms increased personnel, 5 reported decreases, and there was only a slight net increase (about 3 percent) in the 13 firms reporting on personnel at the earlier date.

Of the 14 firms supplying pay-roll information 4 were in Los Angeles and the rest in or near San Francisco. Three were producing fine gloves, and 11 were producing work gloves or work and driving gloves. The factories are so small that owners frequently are operators, and the machine operators may do all jobs, such as closing, thumbing, fourchetting, backing, banding, and binding. As far as the machine operations are concerned there is very little difference in the duties of an operator between fine and driving gloves. In fact, though more work gloves are being produced in this territory, the terminology for operations on work gloves and the high piece rates seem to point to a tradition of fine gloves, whereas in the Middle West fine-glove manufacture is a comparatively recent development.

Pay-roll records were obtained for a recent full-time pay period. In four firms the pay period was prior to the effective date of the leather and woolen knit glove code, but these firms were already operating under the California minimum wage, which is higher than that set by the code. Most of the workers are older men and women, highly skilled and leisurely in habits. They feel free from pressure, and because rates are comparatively high, even comparing favorably with the rates in Fulton County, N.Y., they earn a fair return. Of the 134 workers for whom time worked was reported, 46 percent earned 50 cents or more per hour, 21 percent earned 60 cents or more. The time worked by the employees was in every case within the limit set by the code, over three-fifths having worked 40 hours, the maximum allowed, and only one-fourth having worked less than 35 hours. For two-thirds of the 135 workers, regardless of time worked, earnings

for the week amounted to \$15 or more; for slightly over one-third earnings were \$20 or more.

WORK GLOVES

Fifty-three men and forty-eight women were employed in the 11 firms making work gloves. All cutting was done by men, except that one woman was found operating a clicker machine, which stamps out parts in wholesale fashion. During the week for which the pay roll was taken this woman worked 40 hours and earned \$21.50, almost 54 cents an hour. Her earnings compared favorably with those of the 35 men cutters, well over one-fourth of whom earned less than 50 cents an hour. Three-fifths of the cutters on work gloves earned \$20 or more; two-thirds of the 23 who worked 40 hours did so. Only one cutter, an apprentice, earned less than \$15 for 40 hours of work. When hourly earnings are examined it is found that only one elderly cutter in addition to this apprentice averaged less than 37½ cents. Week's earnings for cutters varied from \$6.58 for the elderly block cutter who worked only 20 hours to \$46.15 for a working foreman who had worked 40 hours. The next highest wage was \$33.58, for a cutter who also had worked 40 hours. Only 2 of the 36 cutters were paid by the week or month; the remainder were all paid by the piece. Average hourly earnings ranged from 26 cents for an apprentice to \$1.15 for the foreman just mentioned.

All laying-off and turning was done by men; with only one exception they were paid on a piece or output basis. In many cases layers-off also were turning, and in several of the smaller establishments laying-off and turning were done by the owner. The earnings of the 11 employees who were laying-off and turning varied from \$8 a week for a layer-off who was a timeworker and was paid 50 cents an hour but worked only 16 hours, to \$29.05 for a 40-hour worker paid by the piece. Only one other layer-off earned less than \$15, an apprentice who averaged almost 34 cents an hour. Average hourly earnings ranged from the amount just mentioned to 77 cents.

Hand operations other than those described were done by 6 women, though 1 boy apprentice was doing general work and 1 owner acted as "button boy." The earnings in this group of women ranged from 30 cents an hour, for a girl apprentice doing general work, to about 43½ cents for an end puller. Four worked the full 40 hours and in only 1 of the 6 cases were the week's earnings less than \$10, \$4 being earned by a woman for 11 hours of work.

Six men were operating machines, principally wax threaders, used in making an especially heavy glove. They were all paid by the piece and averaged from 23 to 57½ cents an hour. Week's earnings ranged from \$6.50 for 28 hours of work to \$19.30 for 40 hours.

Women machine operators were with few exceptions paid by the piece. Forty-one of the 48 women employed on work and driving gloves were machine operators. Their earnings ranged from \$5.50 for 10 hours of work to \$23 for 40 hours of work. Over one-half earned \$15 and more, regardless of hours worked. Nearly three-fourths of the 23 who worked 40 hours earned \$15 or more. An elderly woman who worked 40 hours earned only \$8, an average of 20 cents an hour. On the other hand, two women averaged between 60 and 65 cents an hour and three-fourths averaged as much as 37½ cents.

FINE GLOVES

The three firms making fine gloves employed 17 men and 17 women. All the men were paid on a piecework basis. Only 3 of the women were paid a weekly rate.

All but one of the men employees were table cutters. Slightly more than two-thirds earned \$20 and more. Eight of the 11 cutters who worked 40 hours earned as much as \$20. Two elderly men averaged respectively $27\frac{1}{4}$ and $30\frac{1}{4}$ cents an hour. The other 14 cutters averaged as much as 42 cents, in 2 instances more than 75 cents. In addition to the 2 elderly men who averaged less than $32\frac{1}{2}$ cents during 40 hours, 1 cutter had worked only 27 hours during the week, and his earnings for the period amounted to only \$12. The two who averaged over 75 cents had worked 40 hours, their wages for the week being \$30.35 and \$31.20, respectively.

Only 2 employees, 1 man and 1 woman, were laying-off. The man earned \$27.20 during 40 hours and the woman earned \$7 during 9 hours. Both were paid by the piece.

Three other women were doing hand operations, two being paid a weekly rate. The pieceworker earned \$5.50 during 15 hours of work. The others were paid \$13.50 and \$18.50 for 40 hours.

All kinds of machine operations were done by women, all but one, an apprentice, being paid by the piece. With the exception of the apprentice, the operators averaged more than 34 cents an hour, in 6 cases 50 cents or more. Only 7 worked 40 hours, so it is not surprising that 5 of the 13 earned less than \$15. Six of the seven who worked 40 hours earned more than \$15.

Occupation, sex, and method of payment

| Occupation | Total | Sex | | Method of payment | |
|-----------------------------|-------|------|-------|-------------------|-------|
| | | Men | Women | Time | Piece |
| Work gloves: | | | | | |
| Total: | | | | | |
| Number..... | 101 | 53 | 48 | 11 | 90 |
| Percent..... | 100.0 | 52.5 | 47.5 | 10.9 | 89.1 |
| Block cutters..... | 30 | 30 | — | 2 | 28 |
| Other cutters..... | 6 | 5 | 1 | — | 6 |
| Layers-off and turners..... | 11 | 11 | — | 1 | 10 |
| Other hand operators..... | 7 | 1 | 6 | 5 | 2 |
| Machine operators..... | 47 | 6 | 41 | 3 | 44 |
| Fine gloves: | | | | | |
| Total..... | 34 | 17 | 17 | 3 | 31 |
| Table cutters..... | 16 | 16 | — | — | 16 |
| Layers-off..... | 2 | 1 | 1 | — | 2 |
| Other hand operators..... | 3 | — | 3 | 2 | 1 |
| Machine operators..... | 13 | — | 13 | 1 | 12 |

PIECE RATES—WORK AND FINE GLOVES

30 HOURS AND EARNINGS IN THE LEATHER-GLOVE INDUSTRY

Average hourly earnings, by occupation

| Average hourly earnings | Total | Cutters | Layers-off and turners | Other hand operators | Machine operators |
|-------------------------------|-------|---------|------------------------|----------------------|-------------------|
| Work gloves: | | | | | |
| Total..... | 1 101 | 36 | 11 | 7 | 1 47 |
| Less than 32½ cents..... | 8 | 1 | | 1 | 6 |
| 32½, less than 37½ cents..... | 10 | 1 | 1 | 3 | 5 |
| 37½, less than 50 cents..... | 41 | 8 | 5 | 3 | 25 |
| 50, less than 55 cents..... | 10 | 6 | 1 | | 3 |
| 55, less than 60 cents..... | 14 | 8 | 1 | | 5 |
| 60, less than 70 cents..... | 12 | 9 | 1 | | 2 |
| 70 cents and more..... | 5 | 3 | 2 | | |
| Fine gloves: | | | | | |
| Total..... | 34 | 16 | 2 | 3 | 13 |
| Less than 32½ cents..... | 3 | 2 | | | 1 |
| 32½, less than 37½ cents..... | 3 | | | 2 | 1 |
| 37½, less than 50 cents..... | 8 | 2 | | 1 | 5 |
| 50, less than 55 cents..... | 3 | 2 | | | 1 |
| 55, less than 60 cents..... | 6 | 3 | | | 3 |
| 60, less than 70 cents..... | 7 | 5 | 1 | | 1 |
| 70 cents and more..... | 4 | 2 | 1 | | 1 |

¹ Includes 1 with hours not reported.

Week's earnings, by hours worked and occupation

| Occupation and earnings | Employees in firms making work gloves | | | | Employees in firms making fine gloves | | | |
|---------------------------------|---------------------------------------|--------------|------------------|----|---------------------------------------|--------------|------------------|----|
| | Hours worked | | | | Hours worked | | | |
| | Total | Less than 35 | 35, less than 40 | 40 | Total | Less than 35 | 35, less than 40 | 40 |
| Cutters: | | | | | | | | |
| Total..... | 36 | 7 | 6 | 23 | 16 | 2 | 3 | 11 |
| Less than \$10..... | 2 | 2 | | | | | | |
| \$10, less than \$15..... | 3 | 2 | | 1 | 3 | 1 | | 2 |
| \$15, less than \$20..... | 9 | 2 | | 7 | 2 | 1 | | 1 |
| \$20, less than \$25..... | 16 | 1 | 5 | 10 | 7 | | 3 | 4 |
| \$25 and more..... | 6 | | 1 | 5 | 4 | | | 4 |
| Other hand operators: | | | | | | | | |
| Total..... | 18 | 3 | 2 | 13 | 5 | 2 | | 3 |
| Less than \$10..... | 2 | 2 | | | 2 | 2 | | |
| \$10, less than \$15..... | 5 | 1 | | 4 | 1 | | | 1 |
| \$15, less than \$20..... | 7 | | 1 | 6 | 1 | | | 1 |
| \$20, less than \$25..... | 2 | | | 2 | | | | |
| \$25 and more..... | 2 | | 1 | 1 | 1 | | | 1 |
| Other machine operators: | | | | | | | | |
| Total..... | 1 47 | 15 | 6 | 25 | 13 | 5 | 1 | 7 |
| Less than \$10..... | 7 | 6 | | 1 | 1 | | | 1 |
| \$10, less than \$15..... | 1 15 | 7 | 2 | 5 | 4 | 4 | | |
| \$15, less than \$20..... | 20 | 2 | 2 | 16 | 4 | 1 | | 3 |
| \$20, less than \$25..... | 5 | | 2 | 3 | 3 | | | 3 |
| \$25 and more..... | | | | | 1 | | 1 | |

¹ No record of hours worked for 1 machine operator.

PIECE RATES—WORK AND FINE GLOVES

Piece rates in California, even on work gloves, compare most favorably with those on fine gloves in Fulton County, N.Y. A number of workers had come to the State from Fulton County and the traditions seem to have held over.

The following rates in various firms per dozen pairs of work gloves are of interest in comparison with those paid in the Middle West:

Block cutting entire glove

40 to 90 cents (driving gloves \$1.10 to \$1.50).
 50 to 95 cents.
 50 cents to \$1.10.
 50 cents to \$1.75.
 60 cents to \$1.50.
 70, 80, and 90 cents, \$1.10, \$1.15.
 80 cents, flat rate.
 90 cents to \$1.80.

In the Middle West the lowest rates quoted by the firms for block cutting varied from 24 to 45 cents, the highest rates in the same firms varying from 49 to 75 cents.

Block cutting smaller

parts
 2 to 7 cents.
 3 and 5 cents.

Table cutting

\$2.30, flat rate.
 \$2.40 to \$3.
 \$3, flat rate.

Clicker cutting

35, 40, 55, and 65 cents.

Rates per dozen pairs for laying-off and turning also are slightly higher than in the Middle West, as indicated by the following rates paid in 4 firms for laying-off and in 3 firms for turning:

Laying-off

17 and 22½ cents.
 20, 25, and 30 cents.
 20 to 45 cents.
 25 cents.

Turning

5 cents.
 5 and 10 cents.
 7½ cents.

Three firms paid the following rates for making the entire glove:

60 cents.
 65 cents for work gloves, \$1.60 for driving.
 70 cents.

A fourth firm paid 10 to 45 cents a dozen for the making operations on work gloves. For various styles of gloves 83 cents, \$1.48, and \$2.12½ a dozen pairs were quoted for making the entire glove; \$2 to \$2.75 was quoted on driving gloves. On wax-thread gloves 20 to 67½ cents was paid for the various making operations, \$1.15 for the complete glove.

The rates per dozen pairs paid for individual machine operations in various firms follow:

Closing

25 cents, flat rate.
 25 to 50 cents.
 35 to 75 cents.
 45 and 65 cents.
 50 to 85 cents.
 60 cents, flat rate.

Thumbing

20 to 27½ cents.
 35 cents, flat rate.

Banding

7½ to 30 cents.
 9, 11, and 15 cents.
 10 cents, flat rate.
 10 to 15 cents.
 10 and 15 cents.
 10 and 25 cents.

Fourchette sewing

15 to 25 cents.
 20 to 65 cents.

Binding

6, 15, 25, 50, and 60 cents.
 7½ cents, flat rate.
 10 cents, flat rate.
 12 and 25 cents.
 15 to 27½ cents.

Silking

11, 15, and 25 cents.
 12 and 15 cents.
 15 cents to \$1.75.

Wax threading

20 to 67½ cents.
 60 and 88 cents.
 \$2.75, \$3, and \$4.20.

A few rates quoted on fine gloves give some indication of the prices paid in California for this grade of work. Table cutting was paid for at the rate of \$2.31 per dozen pairs in one plant and \$2.28 and \$2.50 in another plant. The only rate quoted for laying-off was 30 cents a

dozen pairs. Inseaming brought \$1.60 and \$1.70 in one plant and \$1.85 in another; pique sewing, \$2.30; gauge making, \$1.90; hemming, 50 cents; and silking, 30 to 70 cents.

HOME WORK

In addition to the 135 inside employees on the pay rolls of the 14 firms visited, there were 11 home workers employed by 3 firms, 2 making fine gloves, the other making work gloves. Another firm making work gloves gave out home work, but not during the payroll period selected. Three firms delivered the work to the homes; in the other firm a man employed in the factory took all silking home for his wife to do. The firm employing the majority of home workers paid 10 percent less than the rates paid for the same work when done in the factory, and the home worker had to deliver the finished job to the factory. Two firms paid the same rates to inside workers and to home workers. The fourth, as mentioned, had all silking done outside the factory, so no comparison of inside and outside rates is possible.

Only one man was doing home work, a table cutter who earned \$15.55 during the period. Earnings for the 10 women varied from \$1.40 for putting on tapes and stays to \$21.25 for inseaming. No records were available of hours worked, so it is impossible to evaluate the relative efficiency of these workers in the light of the findings for inside workers.

The earnings of the seven machine operators seem to indicate a comparatively full week's work. Seven dollars was earned by a cripple at hemming, \$25.40 by a mother and 2 daughters doing inseaming, \$8.68 by a machine operator doing full pique, \$10.05 and \$21.25, respectively, by 2 inseamers. The 3 homeworkers doing hand operations were much less fortunate; 1 woman who put on tapes and stays earned only \$1.40, an end puller earned \$4.15, and a silker earned \$6.33 during the week for which the information was obtained.



