

UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU

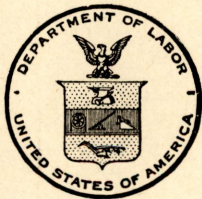
VARIATIONS IN WAGE RATES
UNDER CORRESPONDING
CONDITIONS

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, No. 122

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CONDITIONS

By
MARY ELIZABETH PIDGEON



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1935

For sale by the Superintendent of Documents, Washington, D.C. - - - - Price 10 cents

UNITED STATES DEPARTMENT OF LABOR

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BY
MARY ELIZABETH TUDOR



UNITED STATES
DEPARTMENT OF LABOR
WASHINGTON, D. C.

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, August 6, 1934.

MADAM: I have the honor to transmit a report showing the wide variations that exist in the standards of payment of women's wages for similar work under similar conditions. The figures are for sample plants in eight important woman-employing industries in 1932 and 1933.

This material was brought together for the purpose of setting forth examples to indicate whether the wages paid under similar conditions showed conformity to some standard relative to the character of the work or were largely in a chaotic and unstandardized state.

The information given here shows the great need of continuing the development of more adequate wage standards, at least to the extent of establishing a minimum wage or of maintaining such a minimum where established, and also gives some indication of the advances in wage rates that have accompanied the fixing of a minimum in one industry.

The planning and writing of the report, including the selection, analysis, and summarizing of the material, are the work of Mary Elizabeth Pidgeon, chief of the research division of the Women's Bureau. Statistical tables that formed the basis of the tabular material used in the text were prepared by Arcadia Near Phillips, statistician.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

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VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

Part I.—SCOPE OF REPORT AND SUMMARY OF FINDINGS

The pages following have been prepared for the purpose of bringing together in brief space certain of the available evidences as to the extremely chaotic state of wage payments, especially those made to women. These have been shown here by means of comparing wage rates in different plants in the same industries and by citing instances of the divergence of wages even in the same occupations in different plants and also in the same plant.

In a number of comparable cases that give wide representation both as to the industry represented and as to geographic location the wages in the highest-paying plant have been found to be considerably more than twice as great as those in the lowest-paying.

Abundant material has shown the wide variation in women's actual earnings as well as the uncertainty and inadequacy of such earnings; but the material collected here indicates decisively that there also are differences to all practical purposes quite as great in the rates of wages fixed for essentially identical work. No doubt this may be explained by the fact that wage rates are likely to be set with a primary view to the calculation of labor cost in the elements to be subtracted from plant profits, rather than to either the value of the work done or a suitable distribution of purchasing power. But whatever the explanation, the resultant unstandardized condition of wage rates, with its attendant ill-effects both upon workers' lives and upon industry's markets, is the same.

Lack of wage standards

The lack of any sort of consistent or adequate standards in the payment of wages for similar work is evident from the extreme variations shown in the following pages. At least some indication of the value of the work done is shown in the amounts the better-paying employers can afford to give for the job. For others to fall so far below such a standard as frequently appears to be the case creates a situation grossly unfair not only to those who are performing the work but to the better-paying employers as well. This is particularly true when efforts are being made toward fixing minimum selling prices for the products.

Survey upon survey made and page after page of information compiled by the Women's Bureau have shown that amounts women have to live on are very meager; that their wage income is fluctuating and uncertain; that in many cases it is totally inadequate as a basis for decent living; and that the amounts actually received in the week very frequently fall considerably below the rates fixed for the work.¹

¹ See, for example, list of Women's Bureau bulletins as follows: *Wages of Women in 13 States; The Effects on Women of Changing Conditions in the Cigar and Cigarette Industries; Hours, Earnings, and Employment in Cotton Mills.* Also the following bulletins showing fluctuations in employment which would mean also in wages: *Variations in Employment Trends of Women and Men; Fluctuation of Employment in the Radio Industry; The Employment of Women in Slaughtering and Meat Packing; and Employment Fluctuations and Unemployment of Women, 1928 to 1931.*

2 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

The subject of wage levels is given a renewed importance in these days when it has become realized more potently that the existence of industries as they now are organized, and indeed the continuance of their profit, depends quite definitely upon the ability of enough people to buy. Hence it has become almost a self-evident axiom that the wholesome economic development of society depends upon the fixing of wage levels with some view to the assurance of a widely distributed purchasing power.

One method of approaching this, a method that recently has increased in favor and use, has been the fixing of a point below which the wage for stated services cannot legally go, in consideration both of a decent minimum standard of living and of a fair return for services rendered. In the past, legislation of this type has applied primarily to women, owing partly to certain legal technicalities but also in no small measure to the fact that the wage for women's services ordinarily has been at the lowest point in many of the industries where their labor has featured in greatest measure. Their occupations, because engaged in by women, often have been termed "unskilled" or "light repetitive", frequently with little regard to the actual character of the performance, to the strain or hazard it involves, or to the dexterity or rapidity it requires.

Scope of material presented here

The material brought together here, from Women's Bureau surveys and other sources, constitutes a sampling made in 1932 or 1933 of eight important woman-employing industries or groups of industries in 17 States scattered in all sections of the country. It includes 412 plants and shows that even for essentially similar types of work there is urgent need of the development of standards for wage payments that shall assure adequate remuneration for the job done.

The following summary indicates the sources of the plant-by-plant data and the occupational material that form the main basis of the conclusions as to the chaotic state of wage payments:

Plant-by-plant material (entire plant regardless of occupations)

Industry	Number of plants	Location (15 States)	Year (1932 and 1933)
All industries.....	318		
Laundries.....	28	New York.....	1933
	32	Ohio.....	1933
	12	Texas.....	1932
	66	New Hampshire.....	1933
Cotton mills.....	6	Maine.....	1932
	20	South Carolina.....	1932
Work clothing:			
Cotton wash dresses.....	4	Kansas City, Mo.....	1933
Men's work clothes.....	2	do.....	1933
Shoes:			
McKay.....	12	New Hampshire.....	1933
Welt.....	7	do.....	1933
Shirts.....	129	9 States ¹	1933

¹ Connecticut, Delaware, Indiana, Maryland, Massachusetts, Missouri, New Jersey, New York, and Pennsylvania.

*Occupational material*¹

Industry	Occupation	Total number of plants	Location (8 States)	Year (1932 and 1933)
All industries.....	13.....	² 136.....		
Laundry.....	Shakers.....	22	New York.....	1933
	Press operators.....	12	do.....	1933
	Flat ironers.....	5	Ohio.....	1933
	Finishers and hand ironers.....	7	do.....	1933
	Press operators.....	6	do.....	1933
	Sorters.....	3	do.....	1933
	Markers.....	4	do.....	1933
Hosiery.....	Loopers.....	35	Pennsylvania.....	1932
		14	North Carolina.....	1932
		15	Tennessee.....	1932
	Menders.....	26	Pennsylvania.....	1932
		10	North Carolina.....	1932
14	Tennessee.....	1932		
Underwear.....	Seamers.....	22	New York.....	1932
Department store.....	Saleswomen.....	5	New Jersey.....	³ 1933
		3	Denver, Colo.....	1933
Shoe.....	Fancy stitchers.....	11	New Hampshire.....	1933
	Top stitchers.....	11	do.....	1933
	Skivers.....	10	do.....	1933

¹ See charts II and III, pp. 13 and 16.² Details aggregate more than total, as same plant is shown for more than 1 occupation.³ 1 in December 1932.*Material by departments: Same department in same plant*

Industry	Department	Total number of plants	Location	Year
Cotton mills.....	Spin and spool.....	19	South Carolina.....	1932
		6	Maine.....	1932
	Weave.....	19	South Carolina.....	1932
		5	Maine.....	1932

In the last section of the report a summary is given of the minimum wages fixed in N.R.A codes for the industries discussed in the present bulletin. In addition, the divergence of women's actual earnings from the wages that would be paid them if on a full-time basis is shown again by supplementary material giving summaries of wage data taken from earlier studies of the Women's Bureau that sample 10 industries in 13 States and from similar more recent data from 4 States.

Method of limiting material

Every effort has been made to assure that the material used in making comparisons was comparable in every possible respect.

Wage rates have been used where these could be obtained since they represent the *standard fixed for payment*, and this should eliminate such variations in earnings as are due to personal loss of time or to plant emergencies. Where weekly rates are used, plants having similar schedules of hours to be worked for the rate set are selected for the comparisons so far as possible. In some cases hourly rates have been used. Where wage rates were not available, the earnings used have been those for weekly hours worked within as narrow a range as prac-

ticable, or those for work on a specified number of days in the week that approximate the same weekly hours. Such comparisons as have just been outlined fall as near as identity can be arrived at, and should produce similar earnings. Other differences that might have influenced the results (such as type of product or size of locality) also have been taken into consideration. In a very few cases piecework earnings for the same hours worked have been used, and in one or two instances earnings are used with no data as to time worked, but this situation is indicated, and *while these few data have not been omitted the main argument is not based on such cases.*

General summary of findings

In each industry examined the wage payments in the typical sample establishments included showed striking differences from plant to plant, even when other conditions were as nearly similar as is possible with industrial data, and although in every part of the study all possible efforts were made to select only strictly comparable data. For example, median² weekly earnings in the highest-paying were more than double those in the lowest-paying plant among 20 South Carolina cotton mills and among 11 large and 21 small laundries in Ohio. Other cases are nearly as striking. Median weekly *rates* among 28 large New York laundries also shows a difference of 86.5 percent from lowest- to highest-paying plant. Even where other factors, such as type of product, size of city, or plant location, were taken into account, comparisons made in plants under conditions as nearly identical as obtainable showed differences in payment so marked as to be attributable only to lack of wage standards. Most of the comparisons made in the study are based on rates or earnings of timeworkers working practically the same hours.

Material applying to exactly the same occupation is scattering at best. However, such as is available shows not only wide variations in payment from plant to plant, as, for example, in the case of press operators and shakers in New York laundries, loopers and menders in hosiery mills in Pennsylvania, North Carolina, and Tennessee, saleswomen in stores in New Jersey and in Denver, and other occupations given in detail in the text following. The data show also instances of marked variations in the payments to those engaged in the same occupation in the same plant, as is the case, for example, in a number of occupations in laundries in Ohio, and in certain occupations in New York laundries, and in hosiery plants in Pennsylvania, Tennessee, and North Carolina.

Great care has been taken to cite strictly comparable cases, and comparisons in respect of much of the material originally examined have been omitted because of too great divergence in work period, in product, in size of locality, or in some other factor. The point may be raised as to variation in capacity of individuals, but in actual practice most employers have made no studies of individual capacity. Obviously, without such scientific study some other method of gaging the value of the work must be relied upon, and such a method is provided in the amounts the better-paying employers can afford. The divergence from this measure in so large a number of cases, in the same State, industry, occupation, and even most frequently in the same plant, gives a fair indication of the haphazard status of wage payments.

² The median means that half the women earned more, half less, than the figure given.

Moreover, in the case of one of the industries used, data were available to show what conditions had obtained both before and after the fixing of a minimum by the President's Reemployment Agreement in the summer of 1933. Even though the minimum fixed was relatively low, the result was a marked improvement in wage standards, applying not alone to the lowest-paid but in some degree to the higher-paid groups as well. A comparison of the minimum wage fixed in codes in several of the industries discussed here with the proportions of workers who were found prior to the code to be receiving at least as much as (often *considerably more* than) the minimum later fixed, indicates that in practice the amount provided for should be well within the possibilities of the industry to make as a minimum payment.

A general summary of the findings of the studies reviewed here is given below. This summary cites the more extreme cases of high and low payment in each industry shown. Further interpretation of factors that may have influenced these payments and may have explained some of the greater extremes will be found in the later text. In the use of the summary following, care must be taken to understand the interpretations and qualifications contained in the body of the report. However, this does not invalidate the general findings as to the wide variation in wages paid for essentially similar work.

PLANT-BY-PLANT WAGES—ALL OCCUPATIONS IN THE PLANT

Chart I shows a comparison, plant by plant, of wages paid to all workers in the plant. This includes samples of 4 industries taken in 7 States and of shirt making in 9 States. The text following here affords a running analysis of the outstanding facts summarized in the chart.

LAUNDRIES

New York—28 large plants (1,900 women on *time rate*, with weekly schedule 48 to 49½ hours, May 1933).

Median weekly rates in the various plants ranged from \$8.15 to \$15.20.

Highest median rate 86.5 percent above lowest.

In 1 plant none earned \$12, in 4 others none \$15; in 1, 56 percent, in 1, 48 percent, and in 2 others 23 percent earned \$15 or more.

In New York City alone highest median rate in 17 plants was 57.5 percent above lowest.

Ohio—11 large plants (453 women timeworkers in May), 12 large plants (431 women in September), 1933.

Range of median *hourly earnings* in the various plants:

May, 13 to 28 cents.

September, 26 to 30 cents.

Highest median in May was more than double the lowest; in September, 15 percent above lowest.

In May none earned as much as 30 cents in 6 plants, but in 1 plant in May, 44 percent, and in 1 in September, 56 percent, earned 30 cents or more; in 6 in the latter month none earned this amount.

Texas—12 plants (1,040 women on a 54-hour week, 1932).

Median week's earnings in the various plants ranged from \$8.20 to \$9.80.

The highest median was 19.5 percent above the lowest.

In 1 plant 28 percent earned \$11 or over and in another only 6.5 percent received this much.

All plants were in towns of 230,000–300,000, except 2 whose earnings were neither highest nor lowest.

6 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

New Hampshire—66 plants (577 women, September 1933).

In 11 plants all, in 5 others over 60 percent, had *hourly rates* of 30 cents or more.

In 19 plants no woman had rates so high; 6 of these plants paid the great majority under 25 cents, and in the few institutional laundries some other compensation, as a portion of the living, was the rule.

COTTON MILLS

Maine—6 plants (849 women who had worked 50 to 54 hours, 1932).

Median week's earnings in the various plants ranged from \$13.40 to \$11.65.

Highest median was 15 percent above lowest.

In 1 plant no woman earned as little as \$10, in another 18 percent earned so little; in 1 plant 21 percent and in another 8 percent received \$16 or more.

In 3 fine-goods mills medians ranged from \$12 to \$12.15.

South Carolina—20 plants (2,748 women who had worked 50 to 55 hours or 5 or 5½ days, 1932).

Median week's earnings in the various plants ranged from \$6.15 to \$13.45.

The highest median was more than double the lowest.

The median was below \$9 in 9 mills and above \$12 in 4.

In 5 mills no woman earned as much as \$16, in 1 of these none as much as \$12; in 3 mills practically one-fifth earned \$16 or more.

CLOTHING

Kansas City—39 plants (3,748 women reported,³ 1933).

Median week's earnings of *all reported* in the various plants ranged from \$4.70 to \$16. According to type of clothing made, the highest median was as follows:

Women's moderately-priced dresses (14 plants)—more than three times the lowest.

Men's work clothes (10 plants)—more than twice the lowest.

Millinery (4 plants)—more than one-fourth above the lowest.

Women's cloaks and suits (7 plants)—more than one-fifth above the lowest.

* Men's underwear and women's lingerie (4 plants)—about one-tenth above the lowest.

Kansas City—6 of the 39 plants (699 women *with time worked reported*, 1933).

Median week's earnings in the various plants ranged as follows:

Wash dresses, 4 plants, women working 47 to 50 hours, 5½ or 6 days, \$5.45 to \$9.05, highest 66 percent above lowest.

Work clothes, 2 plants, women working 38 to 40 hours, \$11.45 to \$18.35, highest 60 percent above lowest.

SHOES

New Hampshire—19 plants (all men and women reported,³ 1933).

Median week's earnings in the various plants ranged as follows:

McKay (12 plants)—\$13.25 to \$5.90, highest more than double lowest.

Welt (7 plants)—\$17.40 to \$6.35, highest not far from 3 times the lowest.

Practically 8 percent of the women in 1 welt plant, 5 percent of those in another, and about 2 percent of those in 1 McKay plant had earned \$25 or more, though in 5 welt and 8 McKay plants no woman had received as much as \$25.

³ Note that time worked is not given here.

⁴ *Idem*.

SHIRTS

9 States—129 plants (all men and women in plants having 50 or more employees reported,⁴ 1933).

Median week's earnings in the various plants ranged from \$5.90 to \$12.60.

In 7 States the lowest median was below \$5, in 3 States the highest was \$10 or more.

EARNINGS IN SAME OCCUPATION IN DIFFERENT PLANTS
AND IN SAME PLANT

The occupational material is compared in two different ways: Chart II shows variations in pay in the same occupation in different plants; chart III shows such variations within the same plant. The text that follows here presents the outstanding points for each occupation as summarized in the two charts. Thirteen occupations in 5 industries are included, and also 2 separate departments in a sixth industry.

LAUNDRIES

New York

Shakers.—(403 in 22 plants, *weekly rates* of timeworkers, May 1933).

Median rates ranged from \$14.65 in one plant to \$6.90 in another.

The highest median was more than twice the lowest.

In each of two individual plants the lowest earnings women received were below \$10 and the highest \$15 or more for this operation.

In each of 8 plants *weekly rates* of women in this occupation *in the same plant* varied by as much as \$5, and in one case by as much as \$12.

Press operators.—(102 in 12 plants, *weekly rates* of timeworkers, May 1933).

Median rates ranged from \$15.25 to \$10.65.

Weekly rates ranged from \$8 to \$19 in 1 plant, a difference of \$11; from \$9 to \$16 in 1 plant, a difference of \$7; and showed a difference as great as \$5 in 6 other plants.

Rates ran as high as \$19 in 2 plants, not so high as \$14 in 2 others.

Rates ran below \$9 in 2 plants, not so low as \$12 in 3 others.

In each of 8 plants, *weekly rates* in this occupation varied by as much as \$5 *in exactly the same plant*.

Ohio

Median *hourly earnings* of timeworkers from low to high in the same occupation in 9 different plants were as follows (May 1933):

75 flat ironers, 16½ to 27 cents.

63 finishers, 11½ to 34 cents.

50 press operators, 12½ to 28 cents.

22 sorters, 13 to 24 cents.

24 markers, 15½ to 32 cents.

The greatest range in *hourly earnings* of timeworkers in the same occupation in the *same plant* was as follows (May 1933):

In 1 of 5 plants—flat workers, 24 to 50 cents (40 women).

In 1 of 7 plants—finishers and hand ironers, 26 to 40 cents (5 women).

In 1 of 6 plants—press operators, 19 to 32½ cents (11 women).

In 1 of 3 plants—sorters, 11½ to 22 cents (5 women).

In 1 of 4 plants—markers, 22 to 32 cents (6 women).

⁴ *Idem*.

HOSIERY MILLS

Pennsylvania (average *hourly earnings*, in 35 plants, 1932).

Loopers.—(1,117 women in 35 mills).

Median earnings an hour ranged from 16 to 55 cents, the highest being more than three times the lowest.

In 4 mills the median was less than 20 cents, in 7 it was 45 cents and more.

In 4 mills no woman earned as much as 30 cents; in 3, at least three-fourths earned 45 cents or more.

In 6 mills over one-tenth earned less than 20 cents, in 1 of these all having earnings so low; in 5 mills no woman earned less than 30 cents.

In 6 plants the highest-paid woman received at least 50 cents an hour more than did the lowest-paid woman *in the same plant*.

Menders.—(588 women in 26 mills).

Median earnings an hour ranged from 20.8 to 45 cents, the highest being more than twice as great as the lowest.

In 2 mills none earned as much as 30 cents, in 3 others over 40 percent earned 45 cents or more.

In 5 mills from 15 to 43 percent earned less than 20 cents, in 11 others none earned less than 30 cents.

In 4 plants the highest-paid woman received at least 50 cents an hour more than did the lowest paid *in the same plant*.

North Carolina and Tennessee (average *hourly earnings* in 14 North Carolina and 15 Tennessee plants, 1932).

Loopers.—(1,211 women in 29 plants).

Median earnings per hour ranged from 11.5 to 39.5 cents in Tennessee, from 17.5 to 37.5 cents in North Carolina, the highest being respectively over three times and over twice as great as the lowest.

In 5 Tennessee plants and 1 North Carolina plant none earned as much as 30 cents; in 1 plant in Tennessee more than one-fifth earned 45 cents or more and in 1 plant in North Carolina well over one-third earned 40 cents or more.

In 1 plant in each State none earned under 25 cents; in 5 in Tennessee and 1 in North Carolina, three-fourths or more earned less than 20 cents.

The highest-paid woman received 50 cents an hour more than did the lowest paid in a single North Carolina plant; 40 cents an hour more than the lowest in a single Tennessee plant, and this difference, for women in *the same plant*, was as great as 30 cents in 9 North Carolina and in 2 Tennessee plants.

Menders.—(280 women in 24 plants).

Median earnings an hour ranged from 11.5 to 32.5 cents in Tennessee, from 13.3 to 28.1 cents in North Carolina, the highest being respectively 183 and 111 percent above the lowest.

In 1 Tennessee plant the highest-paid woman received 32 cents an hour more than did the lowest-paid in the same plant, and in 1 North Carolina plant the greatest difference was 21 cents; and such differences were as great as 20 cents for women in *the same plant* in each of 4 Tennessee and of 2 North Carolina establishments.

UNDERWEAR MILLS

New York (average *hourly earnings* in 22 mills, 1932)

Seamers.—(497 women in 22 mills).

Median earnings an hour ranged from 17.5 to 38.1 cents, the highest being more than twice the lowest.

In 2 plants more than one-third earned 40 cents or more, in 2 none earned as high as 30 cents.

In 4 plants practically one-third or more received less than 20 cents, in 3 others none had earnings so low.

New York—Continued.*Seamers.*—Continued.

In 1 mill the highest-paid woman received 44 cents more than the lowest paid *in the same plant*. A difference of at least 40 cents was found in each of 3 plants, of at least 30 cents in each of 6 others.

SHOES**New Hampshire** (12 plants making McKay, 7 making welt shoes, May 1933).

The yield of *basic rates* in three occupations that employ chiefly women has been compared for two groups of McKay plants that make similar products. These rates in plant 1 differ in these occupations from those for the same occupation in plant 2 by from 4 to 19 percent. Such variations in plants 4 and 5 were from 3 to 23 percent.

Owing to the prevalence of piecework and lack of time records, the only valid comparisons have to do with these basic rates, and comparisons as to same occupation in same plant cannot be made, since the basic rate for any one operation is the same throughout the plant. For different occupations in the same plant, a comparison based on 3 woman-employing occupations shows that in each of 2 McKay plants the highest rate for 1 occupation was at least 11 percent above the lowest, in a third plant as much as 37 percent. In each of 3 welt plants the highest rate for 1 occupation was 33 percent above the lowest.

DEPARTMENT STORES**Saleswomen** (*weekly rates of pay, 1933*).*New Jersey.*—(1,085 women in 5 comparable stores).

Median rates ranged from \$12.85 to \$17.70, the highest being 38 percent above the lowest.

In 1 store practically 30 percent earned less than \$12, and in this and in another over 60 percent earned less than \$15; in a third store none earned under \$15 and over one-third earned \$20 or more.

In each of 2 stores some women had rates below \$12, while others *in the same store* had rates of \$20 or more.

Denver.—(533 women in 3 comparable stores).

Median rates ranged from \$12.50 to \$15.60, the highest being about one-fifth more than the lowest.

In 1 store over one-tenth earned \$20 or more, in another only about 3 percent had earnings so high.

In 1 store practically one-third earned less than \$12, in another less than 2 percent had earnings so low.

In every store some women had rates of less than \$12 while others *in the same store* had rates of \$20 or more.

EARNINGS IN SAME DEPARTMENT IN SAME PLANT**COTTON MILLS****Maine** (median week's earnings of women who had worked 50 to 54 hours, 1932).*Spin and spool departments.*—(413 women in 6 mills).

Median earnings ranged from \$13.40 to \$11.95, the highest being 12 percent above the lowest.

From none to 14 percent earned \$16 and over.

From none to 16.4 percent earned less than \$10.

Weave departments.—(270 women in 5 mills).

Median earnings ranged from \$15.65 to \$12.70, the highest being 23 percent above the lowest.

From 16 to 46 percent earned \$16 and over.

From 7 to 30 percent earned less than \$10.

10 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

South Carolina (Median week's earnings of women who had worked 50 to 55 hours or 5 or 5½ days a week, 1932).

Spin and spool departments.—(1,531 women in 19 mills).

Median earnings ranged from \$13.50 to \$6.35; in 9 of these making print cloth, from \$11.85 to \$6.60, the highest being 80 percent above the lowest.

In 4 mills none received as much as \$12, in 4 mills some earned \$16 or more.

From about 9 percent to 100 percent earned less than \$10; in 6 mills over 90 percent, in 4 less than 20 percent, had such low earnings.

Weave departments.—(722 women in 19 mills).

Median earnings ranged from \$16.60 to \$5.50; in mills making print cloth they ranged from \$16.20 to \$7.95, the highest being well over twice the lowest.

From none to 61 percent of those reported earned \$16 or more.

From 5 to 91 percent earned less than \$10.

CHART I.—Plant-by-plant comparisons—all occupations in the plant

Industry	Location	Date of pay roll	Number of plants	Median rate or earnings ¹			Comments	Type of data reported	Number of women	
				Highest	Lowest	Percent highest above lowest			Total	Per plant
Laundry ² -----	New York-----	May 1933-----	28	\$15.20	\$8.15	86.5	In 5 plants no woman had a rate as high as \$15; in 5 plants over one-fifth had rates \$15 or more.	Weekly rate of time-workers for 48 to 49½ hours. ³	1,900	14-185
	Ohio-----	do-----	⁴ 11	.28	.13	115.4	In 6 plants no woman earned as much as 30 cents; in 1 plant 44 percent earned 30 cents or more.	Hourly earnings of timeworkers. ⁵	453	10-75
			⁶ 21	.33½	.15¼	119.7	In 13 plants no woman earned as much as 30 cents; in 1 plant all the women earned 30 cents or more.	do ⁵ -----	351	10-29
	Texas-----	1932-----	12	9.80	8.20	19.5	From 6.5 to 28.3 percent earned \$11 or more.	Weekly rate of time-workers in 54-hour week.	1,040	53-166
Cotton-----	Maine-----	1932-----	6	13.40	11.65	15.0	In 3 plants 7 to 9 percent, in 3 plants 14 to 22 percent, earned \$16 or more.	Week's earnings for 50- to 54-hour week.	849	58-231
	South Carolina-----	1932-----	20	13.45	6.15	118.7	In 5 plants no woman earned as much as \$16; in 3 about one-fifth earned \$16 or more. Median was above \$12 in 4, below \$9 in 9 mills.	Week's earnings for 50- to 55-hour week or equivalent.	2,748	62-394
Shoe: McKay-----	New Hampshire--	Spring 1933----	12	13.25	5.90	124.6	In 8 plants no woman earned as much as \$25. In 4 plants less than 40 percent, in 5 plants more than 60 percent earned less than \$10.	Week's earnings-----	1,794	52-277
	Welt-----	do-----	7	17.40	6.35	174.0	In 5 plants no woman earned as much as \$25; in 2 plants between 5 and 8 percent earned \$25 or more. In 2 plants 4 percent, in 3 plants 49 percent or more earned less than \$10.	do-----	889	56-213

¹ Weekly where given in dollars, hourly where in cents.

² In a New Hampshire study of the laundry industry 66 plants were included (see p. 30). Not included in this chart because no median computed.

³ Three firms had shorter schedules, 1 each at 45, 47, and 47½ hours, and 1 had a longer schedule, 50½ hours. Rates of these were neither lowest nor highest

⁴ Large plants.

⁵ See footnote 5, p. 23.

⁶ Small plants.

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CHART I.—*Plant-by-plant comparisons—all occupations in the plant*—Continued

Industry	Location	Date of pay roll	Number of plants	Median rate or earnings			Comments	Type of data reported	Number of women	
				Highest	Lowest	Percent highest above lowest			Total	Per plant
Work clothing: Cotton wash dresses.	Kansas City, Mo.	April and May 1933.	4	\$9.05	\$5.45	66.1	In 1 plant 19 percent, in 1 none earned \$10 or more. In 1 plant none, in 1, 54 percent, earned less than \$5.	Week's earnings for 47- to 50-hour week or equivalent.	378	67-151
Men's work clothes.	.....do.....	January and May 1933.	2	18.35	11.45	60.3	In 1 plant 33 percent, in 1, 1.8 percent earned \$20 or more. In 1 plant none, in 1, 33.5 percent earned less than \$10.	Week's earnings for 38- to 40-hour week.	321	151, 170
Shirt.....	9 States ⁷	Early summer 1933.	129	12.60	5.90	113.6	In 7 States the lowest median was below \$5; in 3 States the highest median was at least \$10.	Week's earnings.....	18, 378	⁸ 620-5,310

⁷ Connecticut, Delaware, Indiana, Maryland, Massachusetts, Missouri, New York, New Jersey, and Pennsylvania.

⁸ Since this comparison is one among States, this is total number in each State, rather than in each plant.

CHART II.—Same occupation in different plants

Industry	Location	Occupation	Date of pay roll	Number of plants	Median rate or earnings ¹				Comments	Type of data reported	Number of women	
					Highest	Lowest	Highest above lowest				Total	Per plant
							Dollars or cents	Percent				
Laundry.....	New York.....	Shakers.....	May 1933..	22	\$14.65	\$6.90	\$7.75	112.3	In 5 plants medians were less than \$9; in 2 plants medians were \$12 or more; in 5 others \$11 or more.	Weekly rate of timeworkers, for 48- to 49½-hour week.	403	5-47.
		Press operators.....	do.....	12	15.25	10.65	4.60	43.2			In 10 of the 12 plants medians were more than \$11; in 5 of them they were at least \$14.	do.....	102	5-12.
	Ohio.....	Flat ironers.....	do.....	5	.27	.16½	.10½	63.6	In 3 plants medians were less than 20 cents; in 1 plant as high as 27 cents.	Hourly earnings of timeworkers. ²	75	7-40.
		Finishers and hand ironers.....	do.....	7	.34	.11½	.22½	195.7	In 3 plants medians were less than 20 cents; in 1 plant more than 30 cents.	do.....	63	5-15.
		Press operators.....	do.....	6	.28	.12½	.15½	124.0	In 2 plants medians were less than 20 cents; in 2 plants more than 25 cents.	do.....	50	6-11.
		Sorters.....	do.....	3	.24	.13	.11	84.6	The median in the third plant was 16½ cents.	do.....	22	5-12.
		Markers.....	do.....	4	.32	.15½	.16½	106.5	In the remaining 2 plants the medians were 21 and 26 cents.	do.....	24	5-7.
Cotton ³	Maine.....	Spin and spool.....	1932.....	6	13.40	11.95	1.45	12.1	From none to 14 percent earned \$16 or more; from none to 16 percent earned less than \$10.	Earnings for 50- to 54-hour week.	413	37-117.
		Weave.....	1932.....	5	15.65	12.70	2.95	23.2			From 16 to 46 percent earned \$16 or more; from 7 to 30 percent earned less than \$10.	do.....	270	25-74.

¹ Weekly where given in dollars, hourly where in cents.

² See footnote 5, p. 23.

³ Shows department, not occupation.

CHART II.—Same occupation in different plants—Continued

Industry	Location	Occupation	Date of pay roll	Number of plants	Median rate or earnings				Comments	Type of data reported	Number of women	
					Highest	Lowest	Highest above lowest				Total	Per plant
							Dollars or cents	Per cent				
Cotton—Contd.	South Carolina	Spin and spool	1932	19	\$13.50	\$6.35	\$7.15	112.6	In 4 mills some earned \$16 or more, in 4 no woman received as much as \$12. In 7 mills 90 percent or more; in 4 less than 20 percent earned less than \$10.	Earnings for 50- to 55-hour week or equivalent.	153	34-281.
		Weave	1932	19	16.60	5.50	11.10	201.8	From none to 61 percent earned \$16 or more; from 5 to 91 percent in 17 mills earned less than \$10.	do	722	9-73.
Hosiery	Pennsylvania	Loopers	1932	35	.55	.16	.39	243.7	In 7 mills median 45 cents or more; in 4 mills less than 20 cents.	Average hourly earnings.	1,117	7-134.
		Menders	1932	26	.45	.20½	.24½	116.3	In 7 mills median more than 40 cents; in 5 mills less than 25 cents.	do	588	5-69.
	Tennessee	Loopers	1932	15	.39½	.11½	.28	243.5	In 2 mills median more than 35 cents; in 6 mills less than 20 cents.	do	489	10-81.
		Menders	1932	14	.32½	.11½	.21	182.6	In 2 mills median more than 30 cents; in 6 mills less than 20 cents.	do	168	5-27.
	North Carolina	Loopers	1932	14	.37½	.17½	.20	114.3	In 3 mills median more than 30 cents; in 2 mills less than 20 cents.	do	722	7-132.
		Menders	1932	10	.28¼	.13¾	.14¾	111.3	In 2 mills median 20 cents or more; in 5 mills less than 20 cents.	do	112	5-32.
Underwear	New York	Seamers	1932	22	.38¼	.17½	.20¾	117.7	In 2 plants about one-third earned at least 40 cents; in 9 plants none earned 40 cents, in 2 of these none as high as 30 cents.	Average hourly earnings.	497	10-71.

Department stores.	New Jersey-----	Saleswomen-----	Late 1932 or early 1933.	5	17.70	12.85	4.85	37.7	In 3 plants none earned so low as 20 cents; in 4 plants about one-third or more earned under 20 cents.	Weekly rates for 46½- to 49¾-hour week.	1,085	95-327.
	Denver, Colo.-----	do-----	March 1933.	3	15.60	12.50	3.10	24.8					From 2.1 to 35 percent earned $20 or more. In 3 stores none, in 1 store 30 percent earned less than $12. From 3.2 to 13 percent earned $20 or more; from 1.9 to 32.6 per cent earned less than $12.	Weekly rate for 48-hour week.	533	108-221.
Shoes: ⁴												
McKay-----	New Hampshire..	Fancy stitchers...	Spring, 1933	5	20.00	12.00	8.00	66.7	Basic rate for the highest paid in the various occupations in the McKay plants was from about one-half to about two-thirds higher than the lowest.	Basic rates for full week.	-----	-----
		Top stitchers-----	do-----	5	20.00	13.44	6.56	48.8				
		Skivers-----	do-----	5	19.20	13.00	6.20	47.7				
Welt-----	do-----	Fancy stitchers...	do-----	6	25.00	15.00	10.00	66.7	Basic rate for the highest paid in the various occupations in the welt plants was from three-fifths to two-thirds higher than that for the lowest.	do-----	-----	-----
		Top stitchers-----	do-----	6	24.00	15.00	9.00	60.0				
		Skivers-----	do-----	5	25.00	15.00	10.00	66.7				

⁴ Data are basic rates. It is a well-known fact that workers very frequently do not earn the equivalent of the basic rate. See p. 39.

CHART III.—Same occupation in same plant

Industry	Location	Occupation	Date of pay roll	Range of rates or earnings in same plant ¹	Single plants showing greatest variations (dollars and cents)	Type of data reported	Number of women in occupation in single plant
Laundry	New York	Shakers (22 plants)	May 1933	Greatest, \$7 to \$19; least, \$8 to \$9, \$9 to \$11, \$10 to \$12.	Variation as great as \$5 in each of 8 plants.	Weekly rate of time-workers for 48- to 49½-hour week.	5-47
		Press operators (12 plants)	do	Greatest, \$8 to \$19; least, \$11 to \$14.	Variation as great as \$11 in 1 plant, \$7 in 1 plant, \$5 in 6 other plants.	do	5-12
	Ohio	Flat ironers (5 plants)	do	Greatest, \$0.24 to \$0.50; least, all \$0.18 in 1 plant, all \$0.16½ in 1 plant.	Variation as great as \$0.26 in 1 plant, \$0.05½ and \$0.02, respectively, in each of 2 others.	Hourly earnings of timeworkers. ²	7-40
		Finishers and hand ironers (7 plants)	do	Greatest, \$0.26 to \$0.40; least, \$0.18 to \$0.24.	Variations of from \$0.10 to \$0.14 in 5 plants, \$0.06 and \$0.08 in the remaining 2.	do ²	5-15
		Press operators (6 plants)	do	Greatest, \$0.19 to \$0.32½; least, \$0.18 to \$0.23.	Variations of \$0.13½ in 1 plant; of from \$0.05 to \$0.08 in the remaining 5.	do ²	7-11
		Sorters (3 plants)	do	Greatest, \$0.11½ to \$0.22; least, \$0.16½ to \$0.17.	Variations of \$0.10 and \$0.10½ in 2 plants, less than \$0.01 in the other 1.	do ²	5-12
Markers (4 plants)	do	Greatest, \$0.22 to \$0.32; least, \$0.20 to \$0.21.	Variations of from \$0.01 to \$0.10.	do ²	5-7		
Cotton ³	Maine	Spin and spool (6 mills)	1932	Greatest, \$5 to \$19; least, \$7 to \$17.	Variations of from \$7 to \$14 in the 6 mills.	Week's earnings 50- to 54-hour week.	37-117
		Weave (5 mills)	1932	Greatest, \$7 to \$23, \$5 to \$21, \$4 to \$20; least, \$8 to \$18.	The variation in the fifth mill was \$13.	do	25-74
	South Carolina	Spin and spool (19 mills)	1932	Greatest, \$5 to \$21; least, \$5 to \$12.	Variations of from \$9 to \$16 in each of 16 mills reported; \$12 or more in 6 mills.	Week's earnings 50- to 55-hour week or equivalent.	34-281
		Weave (19 mills)	1932	Greatest, \$6 to \$24; least, \$7 to \$13.	Variations of from \$9 to \$18 in each of 17 mills reported; \$12 or more in 9 mills.	do	21-73
Hosiery	Pennsylvania	Loopers (35 mills)	1932	Greatest, \$0.12 to \$0.90; least, \$0.10 to \$0.20.	Variations of more than \$0.50 in each of 6 mills; of more than \$0.30 in each of 14 others.	Average hourly earnings.	7-134
		Menders (26 mills)	1932	Greatest, \$0.10 to \$0.70; least, \$0.40 to \$0.50, \$0.30 to \$0.40.	Variations of more than \$0.50 in each of 3 mills; of more than \$0.30 in each of 6 others.	do	5-69
	Tennessee	Loopers (15 mills)	1932	Greatest, \$0.20 to \$0.60; least, \$0.10 to \$0.20.	Variations of more than \$0.30 in 2 mills; of more than \$0.20 in 5 others.	do	10-81

		Menders (14 mills).....	1932.....	Greatest, \$0.18 to \$0.50; least, \$0.08 to \$0.16, \$0.25 to \$0.33, \$0.10 to \$0.18.	Variations of more than \$0.30 in 1 mill; of more than \$0.20 in 3 others.	.....do.....	5- 27
	North Carolina...	Loopers (14 mills).....	1932.....	Greatest, \$0.10 to \$0.60; least, \$0.25 to \$0.40.	Variations of more than \$0.40 in 3 mills; of more than \$0.30 in 4 others.	.....do.....	7-132
		Menders (10 mills).....	1932.....	Greatest, \$0.14 to \$0.35; least, \$0.12 to \$0.25.	Variations of more than \$0.15 in 5 mills	.....do.....	5- 32
Underwear.....	New York (18 plants).	Seamers.....	1932.....	Greatest, \$0.16 to \$0.60; least, \$0.14 to \$0.30.	Variations of \$0.40 or more in each of 3 plants; of \$0.30 or more in each of 8 others.	Average hourly earnings.	5- 71
Department stores...	New Jersey (5 stores).	Saleswomen.....	Late 1932 or early 1933.	Greatest, \$15 to \$41; least, \$9 to \$23.	Variations were similar in the 3 remain- ing stores, being \$16 or \$17.	Weekly rates for 46½- to 49¾-hour week.	95-327
	Denver (3 stores)...	.....do.....	March 1933.	Greatest, \$11 to \$36; least, \$6 to \$23.	Variation in the third store was from \$8 to \$31.	Weekly rates for 48- hour week.	108-221

¹ Weekly where given in dollars, hourly where in cents. In the majority of cases the very small numbers of women in one occupation in a single plant makes it impossible to present median or average satisfactorily.

² See footnote 5, p. 23.

³ These data refer to department, not specific occupation, hence wider variations would be expected.

Part II.—DETAILED DISCUSSION OF WAGE DATA PRESENTED FROM EIGHT INDUSTRIES

The foregoing general summary has indicated the more outstanding facts found in examining representative samples of eight industries—laundries, cotton mills, certain types of clothing manufacture, shoe factories, shirt making, hosiery and underwear mills, and department stores.

The more detailed analysis that follows takes into consideration certain of the factors that may have accounted for the more extreme variations in wages. Even when reduced to a basis of comparison as strict as possible, the material shows very great differences in wage payments under relatively similar conditions. This fact can be explained only by the general chaotic status of wage practice and the lack of establishment of any adequate standards of payment. The result is not only that the compensation received by the worker often is not commensurate with the value of the labor performed, but that the scrupulous employer who pays as well as he can afford is subjected to unfair competition from undercutting competitors. This situation becomes especially acute when efforts are made to fix a bottom to selling prices.

RATES OR EARNINGS IN POWER LAUNDRIES IN NEW YORK STATE, MAY 1933¹

Weekly rates of timeworkers

From a sample survey of laundries made in New York State in May 1933, reports are available as to rates for 1,900 women timeworkers in 28 of the larger plants. A summary of the data for these women is shown in table 1. For three-fourths of them the rate quoted was on a weekly basis, and a weekly rate has been computed for those paid on a daily or hourly basis. The scheduled hours were reported by the firm as 48 or 49½ hours in practically all these plants,² so that the rates reported, whether for week, hour, or day, were supposedly based on essentially similar time worked.

The median rate in these plants (one-half the women earning more, one-half less) ranged from \$8.15 at the lowest to \$15.20 at the highest. Thus the highest median was somewhat more than 85 percent above the lowest. The highest median was in New York City, and the

¹ Plants included here were those for which 50 or more women were reported. This covers only 3.1 percent of the plants in the State, and they employ 13.9 percent of the women so employed in New York in 1932. Furthermore, these plants include the greatest wage extremes, median weekly rates of all the smaller plants surveyed in New York falling within these extremes. (New York State Department of Labor, Report of the Industrial Commissioner to the Laundry Minimum Wage Board, July 1933, pp. 28, 45.) The analysis on p. 26 shows that the wage data for the smaller Ohio plants showed nothing significantly different from what data for the larger plants had shown.

² Three plants reported instead 5½ days as the weekly schedule; for a 9-hour day this would be 49½ hours. Three plants (employing 232 timeworkers) reported shorter schedules, 1 each at 45, 47, and 47½ hours, and 1 plant (employing 47 timeworkers) reported a longer schedule, of 50½ hours. The highest rates did not correspond to longest hours, nor lowest to shortest.

lowest in the 17 laundries that were included from New York City was \$9.65, so that the highest median rate of those reported from this city was well over 55 percent above the lowest.³ The scheduled hours had little bearing on the amount of median rates.

In 16 of the 28 laundries the mode (most usual rate) fell within a single dollar range; in one of these plants the largest group of women had a rate of only \$6 and less than \$7, in another (in New York City) a rate of \$9 and less than \$10, while in 2 other plants the mode was respectively \$14 and less than \$15 and \$15 and less than \$16 (the last named being in New York City). This most usual rate was \$10 and less than \$11 in 7 plants and \$12 and less than \$13 in 3.

In 9 of the laundries under consideration, 6 of which were in New York City, no woman had a rate of less than \$10, in 1 of these none was less than \$14. The last named was in one of the smaller cities, and nearly half the women had rates of \$15 or more, though only one was as high as \$20. On the other hand, in 1 plant, not in New York City but in a place of over 100,000 population, more than 90 percent had rates under \$10 and none had a rate as high as \$12. In 1 New York City plant practically three-fourths worked for a rate of less than \$10, and in 3 other laundries over 40 percent had rates so low.⁴

At the upper end of the wage scale, in 1 New York City laundry, nearly three-fifths (56.2 percent) had rates of \$15 or higher, and in 4 other plants (in addition to that cited in the paragraph preceding) between one-fifth and one-fourth had rates of \$15 or over. In each of 3 laundries, 1 woman had rates as high as \$30. In 5 plants no time rate was as high as \$15, in 1 of these none as high as \$12.

³ The New York laundry report cited in footnote 1 shows that median weekly rates did not vary consistently by size of community. On p. 44 these were reported as follows:

Communities 10,000, under 25,000.....	\$11.44
Communities 25,000, under 50,000.....	12.91
Communities 50,000, under 100,000.....	14.64
Communities 100,000, under 500,000.....	12.71
Communities 500,000, under 1,000,000.....	10.34
Communities 1,000,000 and over.....	12.16

⁴ Only the highest and lowest extremes are analyzed here, since the primary purpose is to indicate the great variety in rates. However, table 1 shows those receiving under \$11 and \$13 and over, to make possible an approximate comparison of conditions found at the time of the study with those later provided for by fixing minimum wage rates at \$11 and \$12.40 per week, respectively, for the New York City area and other parts of the State. See Minimum Wage Order of Sept. 22, 1933.

20 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

TABLE 1.—*Weekly rates¹ of women timeworkers employed in power laundries in New York State, week of May 8, 1933*

Plant	Number of women	Median of weekly rates	Mean weekly rate	Range of weekly rates	Women receiving—							
					Less than \$10		Less than \$11		\$13 and more		\$15 and more	
					Number	Percent	Number	Percent	Number	Percent	Number	Percent
1.....	89	\$15.20	\$15.65	\$12 to \$31	0	-----	0	-----	84	94.4	50	56.2
2.....	92	14.95	15.30	14 to 21	0	-----	0	-----	92	100.0	44	47.8
3.....	144	13.25	13.25	10 to 21	0	-----	28	19.4	78	54.2	33	22.9
4.....	55	12.90	12.90	8 to 17	2	3.6	6	10.9	26	47.3	6	10.9
5.....	77	12.85	12.75	8 to 19	13	16.9	16	20.8	36	46.8	11	14.3
6.....	47	12.80	13.10	10 to 19	0	-----	3	6.4	20	42.6	4	8.5
7.....	127	12.65	13.20	10 to 28	0	-----	41	32.3	56	44.1	30	23.6
8.....	41	12.60	13.15	11 to 25	0	-----	0	-----	18	43.9	5	12.2
9.....	32	12.45	12.90	10 to 18	0	-----	6	18.8	11	34.4	6	18.8
10.....	106	12.35	12.30	9 to 16	4	3.8	32	30.2	31	29.2	11	10.4
11.....	57	12.25	11.85	9 to 18	20	35.1	23	40.4	15	26.3	2	3.5
12.....	27	12.15	12.15	9 to 15	1	3.7	3	11.1	6	22.2	0	-----
13.....	52	12.00	12.65	8 to 28	4	7.7	24	46.2	16	30.8	11	21.2
14.....	185	12.00	11.90	7 to 19	27	14.6	51	27.6	47	25.4	7	3.8
15.....	51	11.90	12.15	9 to 19	9	17.6	10	19.6	10	19.6	5	9.8
16.....	14	11.80	13.80	10 to 32	0	-----	3	(?)	4	(?)	3	(?)
17.....	56	11.70	11.95	8 to 20	18	32.1	23	41.1	23	41.1	10	17.9
18.....	109	11.60	12.65	10 to 26	0	-----	39	35.8	38	34.9	10	9.2
19.....	52	11.00	11.80	8 to 26	14	26.9	26	50.0	14	26.9	5	9.6
20.....	14	11.00	10.50	7 to 14	5	(?)	7	(?)	2	(?)	0	-----
21.....	57	10.75	10.85	8 to 14	14	24.6	33	57.9	3	5.3	0	-----
22.....	48	10.55	10.35	7 to 15	16	33.3	31	64.6	3	6.3	0	-----
23.....	59	10.45	10.50	8 to 18	13	22.0	50	84.7	3	5.1	2	3.4
24.....	77	10.40	10.65	6 to 18	32	41.6	48	62.3	12	15.6	4	5.2
25.....	82	10.15	10.15	6 to 18	38	46.3	56	68.3	2	2.4	1	1.2
26.....	33	10.10	10.40	8 to 16	16	48.5	22	66.7	2	6.1	2	6.1
27.....	63	9.65	10.45	9 to 33	47	74.6	56	88.9	4	6.3	2	3.2
28.....	54	8.15	7.90	6 to 12	50	92.6	53	98.2	0	-----	0	-----

¹ In some cases computed from daily and hourly rate (for about one-fourth of the women).

² Not computed; base less than 20.

Variations in rates in the same occupation

Shakers.—In 22 of the 28 laundries time rates were reported for 403 women shakers. Information as to their rates is summarized in table 2. In 8 of the 22 plants the weekly rates of women in the same plant varied by as much as \$5, this difference being as great as \$12 in the plant having the largest number of women shakers reported.

Median rates for the women in these 22 plants ranged from \$6.90 to \$14.65; they were less than \$9 in 5 of the plants (3 of these being in New York City), and were \$12 or over in 2 and more than \$11 in 3 other laundries (3 of these 5 being in New York City). Neither the highest nor the lowest median was in New York City, but the next in order in each case was so located.

Rates of \$15 or more were reported in 4 plants, 1 woman having a rate of at least \$18, 2 in another plant of at least \$17. In 10 plants no woman had a rate as high as \$12; in 4 of these none as high as \$11, and in 2 none even as high as \$10.

In the lower ranges 1 plant paid shakers rates under \$7; 2 others had such rates under \$8, and in 7 others the lowest rates were \$8 but under \$9. The remaining 12 laundries, not all of which were in New York City, fixed no rate so low for this operation. In 5 of these the minimum rate was \$9, and in 5 others \$10; in 1 other it was \$11 for the small number of shakers reported; and in 1 plant outside New York City no shaker had a rate of less than \$14.

Press operators.—Time rates were reported for 102 women press operators in 12 of the laundries under consideration, the number being much smaller and the pay very much higher than was the case for the shakers. Table 2 summarizes data on their rates. In these 12 plants the median rates ranged from \$10.65 to \$15.25. In 5 plants the median rate was \$14 or more. Weekly rates in this occupation within the same plant varied by as much as \$5 in 8 of the 12 plants, in 1 of these by as much as \$11.

Considering the upper rates for this occupation, those for 2 women in different plants were as high as \$18, and for 2 in still other laundries as high as \$17. In the remaining 8 laundries, no woman had a rate so high for this operation, 2 paying not so high as \$13 for any woman press operator on timework. In 8 of the 12 laundries some women on this basis earned as much as \$15.

The rates of 4 press operators in 4 plants were less than \$10, the rates of 1 operator in each of 2 of these plants being even less than \$9. The remaining 8 laundries had no rate so low for this operation, 2 having none below \$14.

In 5 of the 12 laundries time rates were reported for as many as 10 to 12 women press operators. In one of these, 7 of the women had rates under \$12 and none so high as \$14, while in the plant at the other extreme no woman press operator had a rate less than \$14, and 1 earned as high as \$17. The rates of the largest group of women on this operation in these 5 plants were, respectively, as high as the following: \$11, \$13 (2 laundries), \$14, and \$15.

TABLE 2.—Weekly rates ¹ of women timeworkers in two occupations in power laundries in New York State, week of May 8, 1933

Plant	Shakers							Plant ²	Press operators						
	Number of women	Median of weekly rates	Range of weekly rates	Number receiving—					Number of women	Median of weekly rates	Range of weekly rates	Number receiving—			
				Less than \$10	Less than \$11	\$13 and more	\$15 and more					Less than \$10	Less than \$11	\$13 and more	\$15 and more
1.....	25	\$14.65	\$14 to \$18	0	0	25	5	1 (21)	5	\$15.25	\$13 to \$18	0	0	5	3
2.....	46	12.00	10 to 15	0	15	13	0	2 (1)	10	15.20	14 to 18	0	0	10	3
3.....	5	11.65	11 to 14	0	0	1	0	3 (13)	8	14.80	14 to 19	0	0	8	3
4.....	11	11.60	10 to 15	0	2	1	0	4 (14)	6	14.00	11 to 16	0	0	4	1
5.....	47	11.05	7 to 19	15	23	4	1	5 (10)	10	14.00	11 to 15	0	0	7	0
6.....	6	11.00	9 to 14	1	3	1	0	6 (2)	9	13.85	12 to 17	0	0	7	4
7.....	10	11.00	9 to 16	1	5	2	1	7 (20)	10	13.75	9 to 16	1	1	8	3
8.....	5	10.75	8 to 12	1	3	0	0	8 (7)	12	13.60	12 to 17	0	0	9	3
9.....	31	10.60	10 to 16	0	25	1	1	9 (17)	11	11.80	11 to 14	0	0	1	0
10.....	16	10.60	10 to 13	0	13	0	0	10 (5)	8	11.65	9 to 13	1	1	2	0
11.....	31	10.60	10 to 12	0	25	0	0	11 (8)	7	10.85	8 to 19	1	4	2	2
12.....	11	10.30	7 to 13	4	9	0	0	12 (25)	6	10.65	8 to 13	1	4	0	0
13.....	21	9.85	8 to 14	12	15	2	0								
14.....	11	9.80	9 to 13	7	7	0	0								
15.....	23	9.60	9 to 12	20	22	0	0								
16.....	21	9.55	9 to 11	19	21	0	0								
17.....	8	9.00	8 to 11	6	8	0	0								
18.....	14	8.80	8 to 11	10	14	0	0								
19.....	24	8.70	8 to 12	20	22	0	0								
20.....	8	8.55	8 to 11	7	8	0	0								
21.....	9	8.50	8 to 9	9	9	0	0								
22.....	20	6.90	6 to 10	20	20	0	0								

¹ In some cases computed from daily and hourly rates.

² The figures in parentheses are those corresponding to firm numbers used for shakers.

Variations in earnings of pieceworkers

At least 20 pieceworkers were recorded for each of 11 plants, and in 5 of these they formed the majority of those reported. For eight of these plants time worked could be ascertained, and earnings have been analyzed for those working 45 to 50 hours or on 5 or 5½ days. Median weekly earnings of these ranged from \$9.20 to \$14.35, the highest thus being more than 60 percent above the lowest. It usually is found that pieceworkers' earnings show more spread than those of timeworkers, and median rates of timeworkers on a 48- or 49½-hour schedule in these same plants ranged from \$10.10 to \$13.25.

In 4 of these plants at least seven-tenths of the pieceworkers under discussion earned \$12 or more, in 1 of the 4 nearly half earned \$15 or over; in 3 others none earned as much as \$15, in 1 of these none as high as \$14, in another none as high as \$13. In the two plants last mentioned, respectively over two-thirds (69.2 percent) and one-half the pieceworkers under consideration earned less than \$10. The following summarizes information in regard to these pieceworkers' earnings and shows the comparison of these with rates of timeworkers in the same plants.

Total number of pieceworkers reported	Pieceworkers for 45 to 50 hours or 5 or 5½ days				Timeworkers for 48 or 49½ hours	
	Number of women	Median earnings	Workers receiving—		Number of women	Median rate
			Less than \$10	\$15 and more		
136.....	54	\$11.55	13	0	14	\$11.80
40.....	39	9.20	27	(1)	33	10.10
45.....	41	13.25	1	7	144	13.25
95.....	78	10.00	39	(2)	32	12.45
23.....	21	13.15	3	4	27	12.15
51.....	47	14.85	1	22	185	12.00
40.....	28	12.35	7	5	59	10.45
44.....	41	13.15	4	6	82	10.15

¹ None as much as \$14.

² None as much as \$13.

Hourly rates

Rates were reported by the hour for 356 timeworkers in seven of the laundries that have just been discussed. Data as to these are shown in table 3. In one of these approximately three-fourths of the workers had an hourly rate of 19 cents, while in one at the other end of the wage scale about three-fourths had a rate of 26 cents or over.

Median earnings in one plant were 26 cents (the highest), in another 19 cents (the lowest), the highest being 36.8 percent above the lowest.

In the lowest-paying plant the hourly rates of over three-fourths of the women were under 20 cents, while 3 plants had no rate so low, 2 of these having none under 23 cents.

In 2 plants one-fifth of the women had rates of 30 cents or more, while in 3 plants only one woman had a rate so high.

TABLE 3.—Hourly rates of women in 7 power laundries in New York State, week of May 8, 1933

Plant	Number of women	Median hourly rate (cents)	Range in hourly rates (cents)	Women receiving—							
				Less than 20 cents		Less than 25 cents		30 cents and more		31 cents and more	
				Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
1-----	55	26	18 to 34	1	1.8	14	25.5	11	20.0	6	10.9
2-----	51	25	20 to 40	0	-----	10	19.6	10	19.6	8	15.7
3-----	41	25	24 to 50	0	-----	17	41.5	5	12.2	5	12.2
4-----	18	23	23 to 31	0	-----	12	66.7	1	5.6	1	5.6
5-----	82	22	14 to 36	25	30.5	77	93.9	1	1.2	1	1.2
6-----	48	22	16 to 30	11	22.9	41	85.4	1	2.1	0	-----
7-----	61	19	19 to 31	47	77.0	59	96.7	2	3.3	2	3.3

HOURLY EARNINGS⁵ OF WOMEN IN COMMERCIAL POWER LAUNDRIES IN OHIO, MAY AND SEPTEMBER 1933

Plant-by-plant information as to wages has been tabulated from schedules taken for laundries by the Ohio Division of Minimum Wage in 1933. This applies to the week of May 8, and it was reported also for the same plants for the week of September 18, after the President's Reemployment Agreement (modified for this industry) was in effect, providing a minimum of 25 cents an hour in this part of the country, and a maximum 45-hour week for production employees.

Table 4 shows the hourly earnings in 11 larger plants employing 50 or more women. This is shown by plant for 453 timeworkers and 193 pieceworkers in May, and 431 timeworkers and 213 pieceworkers in September.⁶ In eight of these plants in May and in nine in September such earnings could be ascertained for at least 30 women paid on a time basis, and in three plants in each pay roll for over 40 pieceworkers.

The size of city in which the plant is located has been given but the earnings appear to show no decided variation according to size of city.

Earnings in 11 large plants in May 1933

Timeworkers.—The May figures show that the median hourly earnings of the timeworkers ranged from 13 cents to 28 cents, the highest thus being over twice as great as the lowest. The median was over 25 cents in 4 plants, but in 5 it was below 20 cents.

Over 10 percent of the women reported in 4 plants had earned 30 cents or more an hour, in 1 plant as high as 44 percent receiving such amounts; on the other hand, in 6 plants no woman earned so much as 30 cents, in 1 of these none so much as 18 cents, in another none so much as 23 cents.

At the lower end of the scale, in 3 plants over 90 percent earned less than 25 cents, in 2 of these all the women doing so; on the other hand,

⁵ Where week's or day's earnings were given, these were divided by hours worked. Otherwise hourly rates (reported for 57 percent of the timeworkers in May and 90.7 percent in September) are used.

⁶ The Ohio schedules covered wage data for 1,549 women in commercial power laundries in May. The present analysis of the same period includes hourly earnings for almost two-thirds of these, as follows: In the larger laundries, 453 timeworkers, 193 pieceworkers; in the smaller plants, 351 timeworkers. Since earnings of only 26 pieceworkers were reported for these smaller firms they have not been discussed here. For some women in these plants, basis of pay was not reported and hourly earnings could not be ascertained.

in 2 plants no timeworker earned less than 26 cents, in another fewer than one-third of those reported had received less than 25 cents.

Pieceworkers.—The median hourly earnings of pieceworkers were higher than those of timeworkers in nearly every case. Though they differed less extremely from plant to plant than was the case with timeworkers, still there was a very wide variation. The medians ranged from 21¼ to 32½ cents, the highest thus being 50 percent above the lowest. In 1 plant no pieceworker had averaged over 26 cents an hour, while in 2 others 59 and about 40 percent, respectively, had earned 30 cents or more. At the lower end of the scale less than 25 cents had been received by 57 percent of the pieceworkers in 1 plant and by 22 percent in another.

Earnings in 12 large plants in September 1933

A comparison of the earnings in September, after the plants were operating under the President's Reemployment Agreement, with those in May, shows strikingly how the fixing even of a relatively low bottom below which wages cannot fall has a beneficial effect in insuring at least a subsistence wage. No timeworker was earning less than 25 cents an hour in any plant, with one exception. In the earlier period only 2 plants had no woman earning less than 25 cents and from two-fifths to all had earnings so small in 8 of the plants.

Wherever medians could be computed it is not surprising to find them increased beyond those of May. Moreover, the mode (or most usual payment) had advanced.

The benefits of increased wages did not affect merely the lowest paid women, and the minimum wage fixed had not become the maximum. In nearly all the plants for which such comparisons could be made, the proportions of women receiving 30 cents and over were greater in September than in May.⁷

⁷ See also findings in the New Hampshire laundry survey before and after the President's Reemployment Agreement, p. 30 post.

TABLE 4.—Hourly earnings ¹ of women in 12 large power laundries in Ohio, weeks of May 8 and Sept. 18, 1933

Plant	Week of May 8					Week of September 18					Size of city ⁴
	Number of women	Median hourly earnings ² (cents)	Modal hourly earnings ³ (cents)	Percent earning—		Number of women	Median hourly earnings ² (cents)	Modal hourly earnings ³ (cents)	Percent earning—		
				Less than 25 cents	30 cents and more				Less than 25 cents	30 cents and more	
TIMEWORKERS											
1.....	36	28	26.....	None under 26...	44.4.....	36	30	28.....	None under 26...	55.6.....	I
2.....	75	26	24.....	32.0.....	21.3.....	71	25	25 (70.4 percent)...	None.....	19.7.....	II
3.....	36	26	26.....	44.4.....	16.7.....	35	26	25.....	do.....	17.1.....	III
4.....	10		26 (7/10).....	All 26 and 28.....	None as much as 29...	10		26 (7/10).....	None under 26...	None as much as 29...	III
5.....	52	22½	19.....	69.2.....	11.5.....	43		25 (72.1 percent)...	None.....	16.3.....	II
6.....	27	22	18.....	88.9.....	None as much as 29...	15		25 (all).....	do.....	None as much as 26...	III
7.....	12	19¼	19.....	(⁵).....	(⁵).....	11		25 (½).....	do.....	2 women.....	I
8.....	46	19	16.....	80.0.....	None.....	31		25 (90.3 percent)...	do.....	None.....	II
9.....	41		18 (87.8 percent).....	92.7.....	None as much as 29...	41	26	26.....	do.....	do.....	III
10.....	72		16½ (93.1 percent).....	100.0.....	None as much as 18...	73		25 (all but 1).....	do.....	None as much as 28...	I
11.....	46	13	10 and 11½.....	100.0.....	None as much as 23...	35		24½ (51.4 percent)...	54.3.....	None.....	III
12.....						30		25 (83.3 percent)...	None.....	3.3.....	II
PIECEWORKERS ⁶											
1.....	59	32.5		6.8.....	59.3.....	59	29½	25.....	1.7.....	45.8.....	I
2.....	68	28.5	28.....	22.1.....	39.7.....	96	29½		None.....	47.9.....	II
4.....	24	25¾	26.....	None under 24.....	None as much as 27...	16	26	25.....	1 woman.....	3 women.....	III
7.....	42	21¾	17½.....	57.1.....	16.7.....	42	26½	25.....	None.....	40.5.....	I

¹ Where only the week's or day's earnings were given, these were divided by hours worked. Otherwise the hourly rates (reported for 55.4 percent of the timeworkers in May and 88.7 percent in September) are used.

² One-half the women earning more, one-half less. Where large proportions earned the mode, median not shown.

³ Most usual rate. Where large proportions of women receive this rate, proportion is shown in parentheses.

⁴ Roman numerals indicate size of city in which plant was located as follows: I—cities 900,000; II—cities 450,000; III—cities 200,000 to 300,000.

⁵ The entire range was 17 cents to at least 35 cents. 1 woman received at least 30 cents, 9 less than 25 cents.

⁶ Firm numbers are the same as those used for timeworkers. In the case of the missing numbers, earnings were reported for fewer than 10 pieceworkers, in most of these cases for none.

Earnings in 24 smaller plants

The data as to timeworkers in smaller plants are shown for 351 women in 21 plants in May and for 426 women in 24 plants in September in table 5. The evidence from these plants merely corroborates that from the larger plants, showing nothing significantly different. All their medians for May (with the exception of the very high one of 33½ cents in 1 plant) fall within the range of 13 cents to 28 cents shown in the larger plants. Medians in May were above 25 cents in 4 plants, below 20 cents in 7. Except for one each at 26, 27, and 37½ cents, all medians in September were 25 cents. Compared with the earlier pay roll, this was higher in 16 firms, the same in 3, and lower in only 2. The conclusions from the larger plants thus are fairly representative of the more complete data. In cases where the most usual hourly earnings in September could be compared with those in May, these were from 4 to 10 cents higher in September after the fixing of a minimum than they had been in May in 8 plants, in 6 of these at least 5 cents higher; in 2 plants they were slightly lower, but never by more than 2 cents.

TABLE 5.—Hourly earnings¹ of women timeworkers in 24 smaller power laundries in Ohio, weeks of May 8 and Sept. 18, 1933

Plant	Week of May 8					Week of Sept. 18					Size of city ⁴
	Number of women	Median earnings ² (cents)	Modal earnings ³ (cents)	Women earning—		Number of women	Modal earnings ³ (cents)	Women earning—			
				Less than 25 cents	30 cents and more			Less than 25 cents	30 cents and more		
1.....	18	33½	33½	None under 31	18	37½	None under 35	All	III		
2.....	24	27		1	3	22	None	2	III		
3.....	12	27		5	14	14	do	2	V		
4.....	14	27	27	4	2	25	do	2	V		
5.....	11	25		4	1	25	do	1	V		
6.....	27	24	27	14	3	23	1	2	III		
7.....	12	25	25	5	None as much as 26	11	None	1	II		
8.....	14	22		12	1	14	do	1	V		
9.....	27	21½		23	None as much as 28	27	do	1	III		
10.....	12	21½	20	7	2	16	do	3	V		
11.....	16	21½		16	None as much as 25	16	do	None	V		
12.....	17	21	21	13	None as much as 28	18	do	4	I		
13.....	18	All 20	20	18	None as much as 21	18	All 25	None	V		
14.....	29	20	20	All under 23	None as much as 23	29	All 25	None as much as 26	III		
15.....	10	19½		10	None as much as 24	10	do	None as much as 28	III		
16.....	15	18	18	15	None as much as 21	30	All 25	None as much as 26	III		
17.....	11	17½		11	None as much as 19	17	do	None as much as 28	III		
18.....	21	17	14 and 17	21	None as much as 23	21	do	1	IV		
19.....	20	16		20	None as much as 25	21	do	None as much as 28	V		
20.....	11	15½		10	None as much as 27	10	do	2	III		
21.....	12	15¼	15	12	None as much as 22	12	All 25	None as much as 26	I		
22.....						20	All 25	do	II		
23.....						14	All 25	do	II		
24.....						18	All 25	do	V		

¹ Where only the week's or day's earnings were given, these were divided by hours worked. Otherwise the hourly rates (reported for 87.8 percent of the timeworkers in May and 99.8 percent in September) are used.

² One-half the women earned more, one-half less.

³ Most usual earnings. Medians not computed for September since in this particular case the great majority of the women received the modal earnings.

⁴ Roman numerals indicate size of city in which plant was located, as follows: I—cities 900,000; II—cities 450,000; III—cities 200,000 to 300,000; IV—cities 100,000; V—cities 16,000 to 70,000.

Earnings in the same occupation

In the 12 large plants earnings in May and September, respectively, are shown for 145 and 152 flat ironers, 114 and 112 press operators, 103 and 118 finishers or hand ironers, 51 and 52 sorters, and 43 and 40 markers. To eliminate any variations in earnings that may have been due to method of payment, the hourly earnings in these occupations have been tabulated separately for timeworkers and pieceworkers, both in May and in September. They are shown in table 6.

TABLE 6.—*Earnings in the same occupation in different plants, May 8 and September 18, 1933*

Occupation	Week of May 8						Week of Sept. 18					
	Number of women	Range of hourly earnings (cents)	Women earning—				Number of women	Range of hourly earnings (cents)	Women earning—			
			Less than 25 cents		30 cents and more				Less than 25 cents		30 cents and more	
			Number	Per cent	Number	Per cent			Number	Per cent	Number	Per cent
TIMEWORKERS												
Flat ironers.....	81	16½-50	53	65.4	9	11.1	80	25-36	0	-----	9	11.3
Finishers and hand ironers.....	68	10-40	47	69.1	8	11.8	75	24½-36	11	14.7	6	8.0
Press operators.....	61	10-34	40	65.6	7	11.5	61	24-32½	4	6.6	6	9.8
Sorters.....	36	11½-38	23	63.9	6	16.7	39	25-40	0	-----	8	20.5
Markers.....	30	12-32	19	63.3	5	16.7	26	25-34	2	7.7	8	30.8
PIECEWORKERS												
Flat ironers.....	64	21½-45	16	25.0	30	46.9	72	20-56	1	1.4	31	43.1
Finishers and hand ironers.....	35	19-40½	11	31.4	9	25.7	43	15½-54	3	7.0	20	46.5
Press operators.....	53	11-35	15	28.3	10	18.9	51	23-42	2	3.9	19	37.3
Sorters.....	15	21½-39½	3	(¹)	8	(¹)	13	26-38½	0	-----	5	(¹)
Markers.....	13	25½-45	0	-----	6	(¹)	14	25-49½	1	(¹)	10	(¹)

¹ Not computed; base less than 20.

Timeworkers, May.—In the foregoing the May figures for timeworkers show that there is a very wide range in the payments for the same operation. For example, among flat ironers the highest-paid finisher, receiving 40 cents, earned four times as much as the lowest paid. The highest-paid timeworker earned 33½ cents (200 percent) more per hour than did the lowest paid. Among markers, where the least variation was shown, the highest paid received 20 cents, or 167 percent, more than the lowest. Over 60 percent of those in each occupation earned less than 25 cents, the proportion running above 69 percent for finishers. In each occupation more than one-tenth of the women received 30 cents or more, one-sixth of the sorters and markers receiving this much.

Timeworkers, September.—September figures for timeworkers show that payments in each occupation had a very much smaller range than was the case in May. In September very few were earning less than 25 cents, only 17 of the 281 women, as compared to the more than 60 percent having such low earnings in May. In each period the proportion with such earnings was largest for finishers. The proportions

earning 30 cents and more were somewhat larger in September than in May for flat ironers, sorters, and markers but somewhat smaller at the later date for finishers and press operators.

Pieceworkers.—The earnings of pieceworkers have been kept separate from those of timeworkers, since their earnings may be considerably affected by variable factors not applying to timeworkers. The earnings of pieceworkers in each occupation in May had a smaller range than had those of timeworkers; very much smaller proportions of the pieceworkers than of the timeworkers earned less than 25 cents, and larger proportions of pieceworkers than of timeworkers received 30 cents or more. In September the range of pieceworkers' earnings, except for the few sorters, was very much greater than that of timeworkers in the same occupation; except for sorters and press operators this range was greater for pieceworkers in September than in May, and in some occupations even was greater for pieceworkers in September than for timeworkers in May. The decrease in September in payments of less than 25 cents was marked, and the September increase in payments of 30 cents or more to pieceworkers in finishing and press operating was great.

Earnings in the same occupation in the same plant

Timeworkers, May.—Few plants could be found that had a sufficient number of persons on timework in any occupation to enable the making of comparisons regarding a single occupation in one and the same plant. However, there were a sufficient number of flat ironers for comparison ⁸ in 2 plants, finishers in 2, press operators in 1, and sorters in 1. Data in regard to these workers are shown in the following summary:

Occupation	Week of May 8				Week of Sept. 18			
	Number of women	Range of hourly earnings (cents)	Women earning—		Number of women	Range of hourly earnings (cents)	Women earning—	
			Less than 25 cents	30 cents and more			Less than 25 cents	30 cents and more
Flat ironers:								
Plant 1.....	40	24 -50	15	9	35	25 -36	0	8
Plant 2.....	11	18	11	0	11	25 -26	0	0
Finishers and hand ironers:								
Plant 2.....	15	18 -28	13	0	15	25 -29	0	0
Plant 3.....	13	10 -22	13	0	17	24½-26½	11	0
Press operators:								
Plant 4.....	11	19 -32½	8	2	9	25 -32½	0	0
Sorters:								
Plant 5.....	12	16½-17	12	0	12	25	0	0

The foregoing summary shows that flat ironers on timework in one plant, numbering 40, ranged in hourly earnings from 24 to 50 cents, three-eighths receiving less than 25 cents and more than one-fifth earning 30 cents or more. In the other plant reported all women (11) earned 18 cents an hour.

⁸ Only plants having 11 or more timeworkers in an occupation are discussed here, though those having 5 or more are included in chart III, p. 16.

Earnings of finishers and hand ironers on timework ranged in 1 plant from 18 to 28 cents, in another from 10 to 22 cents, most women in each case receiving less than 25 cents.

Press operators in 1 plant received from 19 to 32½ cents, 8 of the 11 reported earning less than 25 cents, 2 earning 30 cents or more.

Sorters in 1 plant received 16½ to 17 cents.

Timeworkers, September.—In all but one of the six cases cited, the earnings of timeworkers in these plants showed less range in September than in May. In September, while fewer women earned less than 25 cents (reported only in 1 instance), practically the same number earned 30 cents or more, as was the case in May.

Pieceworkers, May.—Only in one plant were there enough pieceworkers and timeworkers on the same occupation to justify a comparison, and in this case (flat ironers) timeworkers' earnings showed considerably the greater range. Even where the comparisons are not on the basis of pieceworkers in the same plants as the timeworkers shown, it may be said in general from the data available that pieceworkers generally had a greater range of hourly earnings than had timeworkers. The data available for this comparison, from the May figures, are shown in the following summary:

Timeworkers			Pieceworkers		
Occupation	Number of women	Range of hourly earnings (cents)	Occupation	Number of women	Range of hourly earnings (cents)
Flat ironers:			Flat ironers:		
Plant 1.....	40	24 to 50	Plant 1.....	24	21½ to 38½
Plant 2.....	11	18	Plant 6.....	20	28½ to 45
			Plant 7.....	15	14½ to 32
Finishers and hand ironers:			Finishers and hand ironers:		
Plant 2.....	15	18 to 28	Plant 6.....	11	20 to 40½
Plant 3.....	13	10 to 22			
Press operators—Plant 4.....	11	19 to 32½	Press operators:		
			Plant 6.....	19	20½ to 35
			Plant 1.....	14	20 to 34½
			Plant 7.....	11	11 to 26
Sorters—Plant 5.....	12	16½ to 17	Sorters—Plant 1.....	15	21½ to 39½

Pieceworkers, September.—A similar tabulation for September shows that for each occupation the range in earnings is wider for pieceworkers than for timeworkers—exactly the same situation as in May.

HOURLY RATES OF WOMEN IN 66 LAUNDRIES IN NEW HAMPSHIRE, JUNE AND SEPTEMBER 1933

In a survey made by the New Hampshire Minimum Wage Office, hourly rates were reported for June and September 1933, the latter date being after the President's Reemployment Agreement had fixed a minimum of 27½ cents. In June rates were available for 394⁹ women in 56 laundries. At the later date (September) rates were available for 577⁹ women in 66 plants, all but 8 of which were commercial.

⁹ This total includes no minors under 16 and very few under 18 years of age.

Hourly rates of 30 cents or more were received by all women in 12 plants in September, by over 60 percent in 5 others. No woman had a rate so high in 19 plants, at least 11 of which were commercial plants, so that no question arises as to whether additions were made to the wage, as for example, in furnishing part of the living.

In June only 38 percent, as contrasted with 93 percent in September, had rates as high as 27½ cents. Moreover, after the code became effective 37 percent had rates of 30 cents or more, while in June only 26 percent had rates as high as 30 cents.

The code thus resulted in substantial increase in rates, which was not confined to the lowest paid. The minimum wage fixed did not become the maximum, nor is there evidence that higher-paid workers suffered reduction as a result of the code. This bears out the indications shown in Ohio as to the benefits of setting a bottom to wages. (See p. 24.)

WEEKLY RATES OF WOMEN ON A 54-HOUR SCHEDULE IN 12 TEXAS LAUNDRIES, 1932

In 12 Texas laundries employing 50 or more women, surveyed by the Women's Bureau in 1932, the rates of pay set for 1,040 women on a 54-hour schedule were reported. The mode (most usual rate) was as low as \$5.94 in one plant, while in another it ran as high as \$9.94. The highest median of rates, \$9.80, was nearly one-fifth (19.5 percent) above that of \$8.20, the lowest.

The distribution at various ranges of payment shows the great differences among the firms. While in all the plants taken together 12.5 percent of the women on a 54-hour schedule had rates under \$8, in 7 firms none had rates so low, and in 2 plants over 40 percent of the women on a 54-hour schedule had rates below \$8. The proportions earning \$11 or more ranged from 6.5 to 28.3 percent in the various plants. In 4 plants over one-fifth of the women had rates of \$11 or more; in 3 (one of them in a smaller town) only one-tenth or less had rates this high.

In a single plant nearly three-tenths of the women received less than \$8, more than one-tenth \$11 or more; in another plant, nearly one-half received less than \$8, nearly one-fifth \$11 or over.

Most of the plants reported were in cities of 230,000 but under 300,000 population. Two plants were in a city of about 50,000, but that size of the place was not the primary factor influencing the pay is shown in the fact that these fell at neither extreme so far as concerned their median rates or their proportion of women with rates of \$11 or more. The data discussed in the foregoing are shown in table 7.

32 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

TABLE 7.—*Weekly rate*¹ of women in 12 Texas laundries, 54-hour week schedule, 1932

Plant	Number of women	Modal rate ²	Median of weekly rate ³	Percent of women having weekly rate of—	
				Less than \$8	\$11 and more
1.....	53	\$9.00	\$9.80	0	20.8
2 ⁴	68	9.00	9.70	0	11.8
3.....	106	9.00	9.55	0	28.3
4 ⁵	109	9.94	9.20	0	12.8
5.....	166	9.00	9.15	28.9	11.4
6.....	71	8.75	8.90	0	25.4
7 ⁴	55	8.10	8.85	16.4	7.3
8.....	65	8.10	8.75	0	21.5
9.....	127	8.00	8.75	2.4	10.2
10.....	65	8.00	8.70	0	15.4
11.....	93	5.94	8.25	46.2	18.3
12.....	62	6.48	8.20	43.5	6.5

¹ In some cases computed from hourly rate.

² The most usual rate.

³ One-half the women had a higher rate, one-half a lower.

⁴ This firm was in a smaller city.

⁵ 53-hour schedule.

WEEK'S EARNINGS OF WOMEN IN COTTON MILLS IN SOUTH CAROLINA AND MAINE, JANUARY AND FEBRUARY OF 1932

From visits to cotton mills in South Carolina and Maine made by the Women's Bureau in the early months of 1932, the week's earnings have been tabulated for women who worked for a similar length of time in the week selected.

SOUTH CAROLINA

In 20 South Carolina mills 2,748 of the women reported had worked 50 to 55 hours in the week, or 5 or 5½ days in the week, which would represent similar working time, since the hours permitted by law for cotton mills in the State are 10 a day, 55 a week. The wages of these women are summarized in table 8.

In these various plants, the median earnings—that is, one-half the women in the mill earning more, one-half less—ranged from \$13.45 in the week to \$6.15, being below \$9 in 10 mills and above \$12 in 4 others. The best-paying mill had a median more than double that in the lowest paying, and even if the two extremes be eliminated, the next high was slightly more than 70 percent above the next low (both of these being large plants).

In 3 of the 20 mills practically one-fifth of the women had week's earnings of \$16 or more, while in 5 mills none had earnings that were so good; in 1 of these, a small plant, no woman had earned as much as \$12. In 8 mills over 70 percent earned under \$10 and in 3 fewer than 20 percent had earnings so low; in 3 plants no woman earned less than \$6, in 3 others less than 1 percent received such low pay, but in 6 mills over 10 percent (in 3 of these practically 30 percent or more) had earned less than \$6 for their week's work.

TABLE 8.—*Week's earnings of women working 50 to 55 hours, inclusive, or 5 or 5½ days, in 20 cotton mills in South Carolina, January and February 1932*

Plant	Number of women ¹	Median earnings	Percent of women receiving—		Product
			Less than \$10	\$16 and more	
1.....	223	\$13.45	13.0	18.8	"Other."
2.....	202	12.25	17.8	11.9	Fine goods.
3.....	194	12.25	14.4	9.3	Do.
4.....	113	12.15	21.2	21.2	Print.
5.....	130	10.30	43.1	.8	Do.
6.....	162	10.30	41.4	2.5	Do.
7.....	134	9.70	53.7	9.7	Fine goods.
8.....	70	9.40	71.4	1.4	Print.
9.....	104	9.40	63.5	0	Sheeting.
10.....	62	9.15	66.1	6.5	Print.
11.....	107	9.10	70.1	2.8	Do.
12.....	92	8.95	73.9	0	Do.
13.....	100	8.90	76.0	0	Do.
14.....	121	8.85	57.9	.8	Sheeting.
15.....	152	8.80	67.1	3.3	"Other."
16.....	90	8.65	78.9	0	Print.
17.....	135	8.60	65.2	22.2	"Other."
18.....	84	8.05	85.7	1.2	Sheeting.
19.....	394	7.10	83.2	.8	Print.
20.....	79	6.15	96.2	None as much as \$12.	Sheeting.

¹ Number working time specified only.

Variation in earnings though product is similar

If the product of the mills be considered as a factor influencing wages, the mill showing the highest median is eliminated, since it manufactured a rather specialized product. Ten of the 20 mills included in this discussion made print cloth, and in these the median earnings ranged from \$7.10 to \$12.15, the highest being slightly more than 70 percent above the lowest. Even eliminating the two extremes (both of which represented large mills), a difference of practically one-fifth remains, 2 mills having a median of \$10.30 and 1 as low as \$8.65. While the processes are similar, degree of skill may vary somewhat with fineness of product, hence the 3 lowest-paying mills manufacturing this product may be compared; even in these the highest median is 25 percent above the lowest, and proportions of the women reported who received less than \$10 range from 76 to 83 percent. For the 3 print-goods mills with highest earnings reported the highest median is 18 percent above the lowest; proportions earning under \$10 range from 21 to 43 percent, earning \$16 or more from 0.8 to 21 percent.

In 7 of the print-goods mills, over 65 percent of the women received less than \$10, the proportion running above 75 percent in 3, above 80 percent (83.2 percent) in 1 of these, while in 3 print-goods mills no woman received as high as \$16. In the mill having the highest median earnings, over one-fifth of the women earned \$16 or more, and the same proportion received less than \$10.

In 2 of 3 mills making fine goods, the median earnings were the same; this median was more than one-fourth (26.3 percent) above that of the third fine-goods factory, \$12.25 and \$9.70, respectively. In these 3 plants the proportions earning \$16 and over were similar, ranging from 9.3 to 11.9 percent. In 1, however, over half the women

earned less than \$10, while in neither of the others had as many as one-fifth such low earnings. Even allowing for considerable variation in fineness of product, this difference is striking.

In 4 plants making sheeting, median earnings ranged from \$6.15 to \$9.40, the highest being more than 50 percent above the lowest and medians in the other 2 differing by approximately one-tenth. In 1 of these mills nearly half earned less than \$6, nearly all earned under \$10, and none so high as \$12. In 2 others, those earning under \$10 bulked around 60 percent, but in 1 of these none earned under \$6 and none so high as \$16, while in the other slightly more than 5 percent earned under \$6 and a very small number (less than 1 percent) as high as \$16.

Variation in earnings in the same department

While exact occupational material is not available, the earnings of women in 2 important mill departments can be presented, the spin and spool, and the weave.¹⁰ These are summarized in table 9. While it is recognized that occupations in the department may vary somewhat, yet *the extreme variations found scarcely can be attributed wholly to this cause.*

Spin and spool departments.—The report includes at least 34 women in the spin and spool department in each of 19 mills, and in these the median earnings ranged from \$13.50 to \$6.35. In 1 of these mills practically 18 percent of the women received \$16 or more for their week's work, and in 4 others from at least 8 to over 19 percent received \$12 or more. On the other hand, in 15 of the mills under consideration no woman earned so much as \$16, in 1 of these none earned so much as \$10, and in 3 of them none earned so much as \$12. In 7 of these mills, 90 percent or more of the women under discussion earned less than \$10, while in 4 others fewer than 20 percent had earnings so low. Judging from the median earnings, firm 1 was paying more than twice as well for these operations as were firms 18 and 19, and even if these extremes be left out of account, firm 2 paid over half again as well as firms 14, 15, 16, and 17 and nearly half again as well as firm 13.

In 9 of these firms, those making print cloth, the median earnings of women in spin and spool departments ranged from \$11.85 to \$6.60, in 3 they were \$8 or less, in 2 they were almost \$9, in the other 4 they were over \$9. In 2 of these no woman received as much as \$12, but in the best paying 3 percent received \$16 or more. The proportions earning less than \$10 ranged from 98 to 57 percent, except in the best paying, in which only 17 percent had such low earnings, and none received less than \$6. In 3 of the 4 mills making sheeting, median earnings in the spin-and-spool department ranged from \$9.55 to \$6.35, and the proportion earning under \$10 from 62.5 to 100 percent. In 3 making fine goods medians ranged from \$12.45 to \$9.35. Each of these mills presents a range of payment rather different from the others; in that having the lowest median 64 percent earned under \$10, but 3 percent \$16 or over, more than in either of the other 2; in another only 9 percent earned under \$10 and none under \$6, but none received so much as \$16; in the third, that having the highest median, 17 percent earned under \$10 but 1.5 percent earned \$16 or more.

¹⁰ Note that throughout the discussion that follows data are not available as to variations in the number of machines tended by the worker. However, greater uniformity of earnings should be possible without excessive requirements as to number of machines per worker or speed.

Weave departments.—In 19 mills in which 9 or more women had worked the hours specified in the weave departments, the variations in earnings were somewhat more extreme than those in spin-and-spool departments. The medians ranged from \$16.60 to \$5.50, and on this basis the highest-paying mill paid 3 times as well as did the lowest. In 2 mills more than half of the women in this department had received \$16 and over and in 2 others practically a third of the women earned as much as this. In 12 mills approximately 10 percent or less had earned \$16 or more; in 5 of these no worker received as much as this, in one of these none had earned so much as \$12, and in 2 other mills, roughly a fifth and a fourth, respectively, had earned \$16 or more.

Three of the plants with high medians in the weave department (all above \$14) made fine goods; in each of these roughly three-tenths of the women reported in the weave departments received \$16 or more; respectively 6, 12, and 15 percent earned under \$10. Ten of the other mills made print cloth, and in these the lowest median of earnings of women in weave departments was \$7.95, while the highest was more than twice as high, or \$16.20. Fifty-five percent of the weavers in this mill earned as much as \$16. Not over 11 percent in any of the others making print cloth earned as much as \$16, and in 3 of these none had received as much as this amount. In 5 of the plants making print cloth whose weave departments showed the lowest medians, over 50 percent—in one of these as many as 80 percent—earned under \$10; in the remaining 5 the percent who had earnings so low ranged from less than 5 percent to more than 47 percent. This shows a very considerable variation in payments for work for approximately the same time in the same departments in mills manufacturing similar products.

TABLE 9.—*Week's earnings of women working 50 to 55 hours, inclusive, or 5 or 5½ days in 2 departments in 20 cotton mills in South Carolina, January and February 1932*

Plant	Spin-and-spool department			Plant ²	Weave department				Product	
	Number of women ¹	Median earnings	Percent of women receiving—		Number of women ¹	Median earnings	Percent of women receiving—			
			Less than \$10				\$16 and more	Less than \$10		\$16 and more
1.....	212	\$13.50	10.4	17.9.....	1(14)	49	\$16.60	18.4	61.2	"Other."
2.....	66	12.45	16.7	1.5.....	2(4)	38	16.20	10.5	55.3	Print.
3.....	81	12.20	8.6	None.....	3(12)	23	15.45	8.7	21.7	"Other."
4.....	64	11.85	17.2	3.1.....	4(?)	50	14.80	6.0	32.0	Fine goods
5.....	56	9.75	57.1	(³)	5(8)	40	14.45	15.0	27.5	Do.
6.....	72	9.60	58.3	(³)	6(3)	73	14.10	12.3	32.9	Do.
7.....	72	9.55	62.5	None.....	7(10)	21	11.55	28.6	4.8	Print.
8.....	58	9.35	63.8	3.4.....	8(5)	31	11.15	16.1	3.2	Do.
9.....	52	9.25	69.2	(³)	9(6)	62	11.00	4.8	6.5	Do.
10.....	34	8.85	91.2	None.....	10(13)	46	11.00	41.3	2.2	Sheeting.
11.....	40	8.85	90.0	do.....	11(7)	12	10.50	(⁴)	0	Do.
12.....	92	8.65	72.8	do.....	12(11)	38	10.15	47.4	0	Print.
13.....	61	8.35	65.6	do.....	13(20)	37	9.80	56.8	10.8	Do.
14.....	72	8.20	90.3	(⁵)	14(7)	50	9.80	56.0	6.0	Do.
15.....	58	8.00	98.3	(⁵)	15(16)	9	9.75	(⁴)	(⁴)	Sheeting.
16.....	64	7.75	90.6	(⁵)	16(18)	62	9.50	58.1	4.8	Print.
17.....	52	7.60	88.5	(⁵)	17(15)	25	8.90	52.0	0	Do.
18.....	281	6.60	91.8	None.....	18(9)	21	7.95	81.0	0	Do.
19.....	44	6.35	100.0	(⁶)	19(19)	35	5.50	91.4	(⁵)	Sheeting.
20.....					20(1)					"Other."

¹ Number working time specified only.

² The figures in parentheses are the firm numbers that correspond to those used for the spin-and-spool department.

³ None as much as \$14.

⁴ Not computed; base less than 20

⁵ None as much as \$12.

⁶ None as much as \$10.

MAINE

Turning to the Maine mills, reports are available from 6 plants for 849 women who had worked 50 to 54 hours, inclusive, as shown in table 10. The median earnings of these women—one-half earning more, one-half less—showed some variation, ranging from \$13.40 to \$11.65. Thus the highest-paying firm had a median 15 percent above that of the lowest-paying. If the lowest-paying be eliminated, the medians still differed by over 10 percent in the remaining 5 mills, all of which manufactured products of relative fineness. The proportions earning \$16 and over ranged from about 7 to nearly 22 percent. In 1 mill none earned as little as \$10, while in 1 at the other end of the scale 18 percent had earnings so low.

In spin-and-spool departments median earnings in 6 firms ranged from \$13.40 to \$11.95, the highest being about 12 percent above the lowest. If the two extremes be eliminated, the difference is about 5 percent. The proportions earning \$16 and over ranged from none to 14 percent, and they bore little relation to the order of the median earnings. In 1 mill none, and in another only about 3 percent, earned under \$10, while in the other 4 more than one-tenth had earnings so low.

In weave departments in 5 firms, median earnings ranged from \$15.65 to \$12.70, the highest being 23 percent above the lowest. If the highest and lowest be eliminated, the remaining medians differ by almost 5 percent. In 2 of these mills 40 percent and 46 percent, respectively, had earned \$16 or over, while in the other 3 only about 21 percent or less had earnings so high. The proportions receiving less than \$10 ranged from approximately 7 to 30 percent.

TABLE 10.—*Week's earnings of women working 50 to 54 hours in 6 cotton mills, in Maine, February 1932*

Plant	Product	All departments			
		Number of women	Median earnings	Percent of women receiving—	
				Less than \$10	\$16 and more
1.....	Yarns.....	58	\$13.40	0.0	6.9
2.....	Bedspreads.....	170	12.80	4.7	18.2
3.....	Fine goods.....	118	12.15	16.1	7.6
4.....	do.....	107	12.10	15.0	14.0
5.....	do.....	231	12.00	8.2	21.6
6.....	Ducks.....	165	11.65	18.2	8.5

Spin-and-spool department					Weave department				
Plant ¹	Number of women	Median earnings	Percent of women receiving—		Plant ¹	Number of women	Median earnings	Percent of women receiving—	
			Less than \$10	\$16 and more				Less than \$10	\$16 and more
1(1).....	58	\$13.40	0.0	6.9	1(5).....	74	\$15.65	9.5	45.9
2(2).....	64	12.55	3.1	6.3	2(4).....	25	13.90	28.0	20.0
3(4).....	70	12.40	12.9	14.3	3(3).....	55	13.30	7.3	16.4
4(6).....	67	12.15	16.4	1.5	4(2).....	53	13.25	11.3	39.6
5(5).....	117	12.00	10.3	11.1	5(6).....	63	12.70	30.2	20.6
6(3).....	37	11.95	13.5	0	6(1).....				

¹ The figures in parentheses are the firm numbers that correspond to those used for all departments.

WEEK'S EARNINGS IN 6 KANSAS CITY CLOTHING FIRMS, BY HOURS WORKED, 1933

For the most part it is exceedingly difficult to obtain material as to clothing manufacture in such form as to present comparable results, since piecework is such a large factor in the industry and records of time worked often are not kept. In fact, this situation makes comparable information difficult to get for a number of the more important woman-employing industries as well as for the clothing trades.¹¹ However, from a study including 3,748 women in 39 clothing plants, data have been tabulated by time worked for 4 firms making wash dresses and 2 making men's work clothes, surveyed by the Women's Bureau in 1933, all 6 being in Kansas City, Mo.

Table 11 shows the week's earnings of 378 women who had worked 47 to 50 hours or on 5½ or 6 days in the week in the 4 firms making wash dresses. *Most of these women operated sewing machines.* Their median earnings ranged from \$5.45 to \$9.05 in the various firms, the median for all plants being \$6.65. In one of these firms no woman had earned less than \$5 and nearly one-fifth of those reported earned \$10 or over; in another firm well over half the women had earned less than \$5 and only slightly more than one-twentieth had earned as much as \$10. The similarity of hours and of occupations for these workers should yield them considerably more uniform earnings than was the case.

The earnings in the two firms making work clothing differ widely. A total of 321 who had worked 38 to 40 hours inclusive was reported, *most of these women being operators of sewing machines.* In one of these plants more than one-third of the women earned under \$10, less than 2 percent receiving as much as \$20; in the other, none was paid so low as \$10 and over one-third earned \$20 or more.

TABLE 11.—*Earnings distribution of women making cotton wash dresses who worked 47 to 50 hours, or 5½ or 6 days, 4 firms, Kansas City, 1933*

Week's earnings	Total 4 firms		Plant 1, May 1933 (percent)	Plant 2, April 1933 (percent)	Plant 3, May 1933 (percent)	Plant 4, April 1933 (percent)
	Number	Percent				
Total.....	1 378	100.0	100.0	100.0	100.0	100.0
Median.....		\$6.65	\$9.05	\$6.95	\$6.25	\$5.45
Less than \$5.....	124	32.8		32.6	22.4	53.6
\$5, less than \$8.....	137	36.2	13.5	43.0	64.2	31.1
\$8, less than \$10.....	80	21.2	67.6	8.1	13.4	9.3
\$10 and more.....	37	9.8	18.9	16.3		6.0

¹ All but 20 are machine operators.

TABLE 12.—*Earnings distribution of women making men's work clothes who worked 38 to 40 hours, 2 firms, Kansas City, 1933*

Week's earnings	Plant 1, January 1933 (percent)	Plant 2, May 1933 (percent)
Total.....	100.0	100.0
Median.....	\$18.35	\$11.45
Less than \$10.....		33.5
\$10, less than \$15.....	17.9	52.9
\$15, less than \$20.....	49.0	11.8
\$20 and more.....	33.1	1.8

¹¹ For further information as to the variation in piece rates, see pp. 22, 29, 30, and 38.

WEEK'S EARNINGS OF WOMEN IN NEW HAMPSHIRE SHOE FACTORIES, SPRING OF 1933

From a survey the Women's Bureau made of New Hampshire shoe factories in the summer of 1933, data are available as to week's earnings of women in 7 plants making welt and 12 plants making McKay shoes. These are summarized in table 13.

TABLE 13.—*Week's earnings of women reported in 19 New Hampshire shoe factories, 1933*¹

Plant	Median week's earnings	Percent of women earning—		
		Less than \$10	\$25 and more	\$30 and more
Welt shoes:				
1.....	\$17.40	3.6	7.9	0.6
2.....	16.60	4.4	5.3	2.7
3.....	13.30	20.0	-----	-----
4.....	12.75	30.4	-----	-----
5.....	10.10	48.6	-----	-----
6.....	9.85	51.4	-----	-----
7.....	6.35	84.5	-----	-----
McKay shoes:				
1.....	13.25	27.8	1.9	-----
2.....	12.15	36.0	-----	-----
3.....	11.55	37.2	-----	-----
4.....	11.35	39.0	.7	-----
5.....	10.05	49.7	-----	-----
6.....	9.30	55.9	-----	-----
7.....	9.25	55.8	-----	-----
8.....	9.05	60.9	-----	-----
9.....	9.05	61.9	1.3	-----
10.....	6.85	74.2	-----	-----
11.....	5.95	76.9	.4	-----
12.....	5.90	74.3	-----	-----

¹ Note that time worked is not reported here.

Median earnings ranged, in plants making welt shoes, from \$17.40 to \$6.35, and in plants making McKay shoes from \$13.25 to \$5.90, the highest median in each case being much more than twice the lowest.

In 5 of the 7 welt and in 8 of the 12 McKay plants no woman received as much as \$25; but in 1 welt plant 8 percent had earned \$25 or more, a few receiving as high as \$30. In 4 McKay plants a few women had received as much as \$25, none earning as much as \$30.

In the lower ranges less than \$10 had been received by as few as approximately 4 percent of the women in 2 welt plants, though in 3 such plants practically half or more of the women had earnings so low, in 1 of these as high as 84 percent of those reported. In plants making McKay shoes the proportions of women receiving less than \$10 for their week's work ranged from 28 to 77 percent; in 4 plants less than 40 percent, in 3 others over 70 percent, had earnings so low.

Occupations

The fact that much of the work done in this industry is paid on the piece basis must have had considerable influence on the spread in the wage discussed in the last few paragraphs.

For this reason the firms were consulted in a number of cases as to the basic piece rates they had fixed.¹² Such rates give an especially good indication of the great variations in wage standards. Table 14 shows the week's earnings that would have resulted from receipt of

¹² For a more complete discussion of this material see Women's Bureau Bulletin No. 121, A Survey of the Shoe Industry in New Hampshire in 1933. Part V. In press.

these basic piece rates for a full week's work as reported by several firms for 3 important occupations that require much skill as well as speed and that employ chiefly women. The fact that this exact pay was received by but small proportions of the employees (some earning more, some less) does not affect the representative character of the figures as typifying what the management regarded as a standard wage for that job.¹³

TABLE 14.—Basic rate as reported by firm for selected skilled occupations in shoe factories in New Hampshire, 1932-33¹

Plant	Product and sale price	Scheduled weekly hours	Occupations employing chiefly women		
			Fancy stitching	Top stitching	Skiving
McKay:					
1	Women's, \$3 and \$4	48	\$20.00	\$20.00	\$18.00
2	Women's, \$3	48	16.80	19.20	19.20
3 ²	Women's, \$2	50	17.50	17.50	17.50
4	Girls', misses', children's, \$1.75 and \$1.98	48	12.00	16.50	13.00
5	Women's, children's, \$0.98 and \$1.98	48	13.44	13.44	13.44
Welt:					
1	Men's, women's, children's, \$3 to \$10	50	15.00	15.00	-----
2	Men's, \$3.50, \$4, \$5	48	16.00	20.00	15.00
3	Men's, boys', little men's, \$2 to \$3	48	16.00	20.00	15.00
4	Children's, misses', women's, \$2.50 to \$3	48	16.00	20.00	15.00
5	Men's, \$1.75 and \$2.25 to \$3	48	25.00	24.00	25.00
6	Men's, boys', \$1.75 and \$2.25 to \$3	48	25.00	24.00	25.00

¹ Taken in connection with inquiry pertaining to methods of fixing piece rates, in a study in the spring of 1933, which included yearly earnings for 1932. Some increase or fluctuations in rates may have occurred.

² Rate applies during period of work on survey only, spring of 1933.

McKay shoes.—Comparisons of what these basic rates would produce for a full week's work on a single occupation in different plants, where the products of these plants are essentially similar, show striking variations. Plants 1 and 2, for example, manufacture women's McKay shoes to sell at \$3 or at \$3 and \$4; plants 4 and 5 a cheaper grade of McKay shoes for women and children or girls, misses, and children. Differences in rates for the same occupation in three occupations employing chiefly women in plants 1 and 2 and in plants 4 and 5 were as follows:

Occupation	Differences in basic rates in—			
	Plants 1 and 2 ¹		Plants 4 and 5 ²	
	Dollars	Percent by which higher exceeds lower	Dollars	Percent by which higher exceeds lower
Fancy stitching	3.20	19.0	1.44	12.0
Top stitching	.80	4.2	3.06	22.8
Skiving	1.20	6.7	.44	3.4

¹ Plant 2 had lowest rates, except for skiving.

² Plant 4 had lowest rates, except for top stitching.

¹³ For the workers reported who had worked more than 9 months in 1932, the following proportions of the weeks worked had resulted in pay below the basic rate in the various plants (5 McKay, 6 welt) as follows: In fancy stitching—McKay, 80 to 96 percent; welt, 66 to 99.5 percent, in 4 of 6 plants over 90 percent. In top stitching—McKay, 38 to 99 percent, in all but 1 plant 80 percent or more; welt, 83 to 100 percent. In skiving—welt, 60 to 95 percent, in 3 of 5 plants over 90 percent; in skiving only 1 McKay firm was reported.

The report (op.cit.) raises the question whether the "basic rates" reported by the firms ordinarily tended to be the top rate. The report also gives detailed information as to operatives in certain occupations in 4 plants, showing their year's earnings, basic rate, average weekly earnings, and earnings for the highest and lowest week in the year.

The foregoing summary shows, in the comparison of plants 1 and 2 that differences in rates were great for fancy stitchers, comparatively large for skivers, but smaller for top stitchers.

Comparison of plants 4 and 5 shows a great difference in the rates of top stitchers, a comparatively large difference for fancy stitchers, and a small difference for skivers.

Even allowing for considerable differences in the processes as between plants turning out a relatively similar product, some of these variations are striking enough to indicate a lack of standards in fixing wage rates in the making of McKay shoes.

Welt shoes.—In general it may be seen from table 14 that welt shoe factories show somewhat more uniform standards than those found in McKay shoe factories. This is not surprising, since style changes are much more frequent and extreme in McKay than in welt shoes. Nevertheless, welt-shoe making still shows great differences in rates for the same occupation from plant to plant. Such differences between the plant with the highest rate and the plant with the lowest rate is shown in the following:

Occupation	Variation in basic rates in all plants—highest above lowest	
	Dollars	Percent
Fancy stitching.....	10	66.7
Top stitching.....	9	60.0
Skiving.....	10	66.7

The more comprehensive report on the New Hampshire shoe factories gives certain data for men as well as women, and 3 occupations employing chiefly men may be compared with the 3 woman-employing occupations shown here. That the proportional variations from high to low rates for an occupation were least for 2 of those of men, edge setting and side lasting, and greatest for 1 of those employing chiefly women is shown in the following summary:

Occupation	Variation in basic rates in all plants—highest above lowest	
	Dollars	Percent
Chiefly women's occupations:		
Fancy stitching.....	13.00	108.3
Top stitching.....	10.56	78.6
Skiving.....	12.00	92.3
Chiefly men's occupations:		
Vamping.....	14.64	95.3
Edge setting.....	11.00	45.8
Side lasting.....	5.80	25.3

It may be noted here that the highest rate for 1 of these woman-employing occupations was not over 71 percent of the highest for 1 employing chiefly men, while the lowest for 1 of the woman-employing occupations was 78 percent of the lowest for 1 employing chiefly men.

WEEKLY EARNINGS OF WOMEN IN 129 SHIRT FACTORIES IN 9 STATES, SUMMER OF 1933

A rapid survey of wages in 129 shirt factories in 9 States was made in the summer of 1933 by 4 cooperating bureaus of the United States Department of Labor.

Earnings in various plants

The following summary shows the number of plants from which records were obtained and the range (in factories having 50 or more employees), from the plant in which the women had the highest to that in which they had the lowest median earnings.¹⁴

State	Number of plants visited ¹	Number of women	Median week's earnings of women reported in plant having ² —		Highest median above lowest	
			Highest	Lowest	Dollars	Percent
New York.....	30	5,310	\$12.60	\$4.20	8.40	200.0
Connecticut.....	10	2,074	12.00	6.60	5.40	81.8
New Jersey.....	14	1,858	10.00	4.70	5.30	112.8
Massachusetts.....	6	788	9.50	7.00	2.50	35.7
Missouri.....	7	1,299	9.40	3.90	5.50	141.0
Maryland.....	25	1,540	9.20	2.90	6.30	217.2
Pennsylvania.....	26	2,985	9.10	2.00	7.10	355.0
Indiana.....	6	1,904	8.90	4.80	4.10	85.4
Delaware.....	5	620	5.90	3.70	2.20	59.5

¹ Only 5 percent employed less than 50 wage earners.

² Note that time worked is not reported here.

The foregoing summary shows a very wide range from plant to plant in the median earnings of women. In 5 of the 9 States the median in the best-paying plant was well over twice as great as that in the lowest paying; while the time worked as a basis for these earnings is not reported here, the pay-roll periods in each case were selected in order to show full-time operation, or as nearly full time as possible.¹⁵ The differences in the earnings in various plants are so striking that, despite the absence of complete time indication, they give evidence of lack of standards of payment.

Range of earnings in various States

The next summary shows the proportions of women earning various amounts at making shirts in these various States. The hourly earnings are representative of those plants keeping time records (31 plants in 7 States) and these are likely to be the better-paying establishments.¹⁶ The weekly-earnings distribution is based on all women reported, regardless of time worked, but the effort was made to see that the pay rolls taken were representative of full-time plant operation.

¹⁴ From mimeographed report, U.S. Department of Labor. Labor in the Shirt Industry in June 1933, pp. 2, 20, and 27.

¹⁵ Ibid., p. 13.

¹⁶ Ibid. p. 10.

42 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

State	Hourly earnings			Weekly earnings		
	Median ¹ (cents)	Percent of women receiving ² —		Percent of women receiving ³ —		
		Less than 20 cents	35 cents and more	Less than \$8	Less than \$12	\$15 and more
New York.....	23	35	8	42	81	5
Massachusetts.....	20	52	2	51	91	2
New Jersey.....	19	54	2	53	88	4
Connecticut.....	17	70	1	54	87	4
Missouri.....	17	64	2	68	94	1
Indiana.....	16	74	(⁴)	61	95	0
Pennsylvania.....	15	75	1	75	96	1
Delaware.....				81	98	0
Maryland.....				79	96	1

¹ From mimeographed report, U.S. Department of Labor. Labor in the Shirt Industry in June 1933, p. 11.

² *Ibid.*, p. 12.

³ *Ibid.*, p. 19.

⁴ Less than 1 percent.

The foregoing summary shows median hourly earnings in the various States ranging from 23 to 15 cents. In every State at least one-third of the women received less than 20 cents an hour, as high as about three-fourths of those in 2 States having such low earnings. The N.R.A. code adopted later and applying to this industry fixed 32½ cents as the minimum hourly wage for women in the 9 States visited—an amount which would yield \$13 for a 40-hour week such as this code provided. Less than \$12 ¹⁷ was earned in the week by at least 80 percent of the women surveyed in every State, and by 90 percent or more in 6 States.

Earnings in various occupations

The summary following shows the median of earnings in each State for workers in two occupations—machine operating and pressing. The former was by far the largest occupation in the industry, employing 64 percent, the bulk of whom were women, though including some men.¹⁸ The earnings given here have taken no account of time worked, though, as already stated, the data were for a full-time week.

State	Median week's earnings of—		State	Median week's earnings of—	
	Machine operators	Pressers		Machine operators	Pressers
9 States.....	\$7.30	\$7.90	Indiana.....	\$7.20	\$9.40
New York.....	8.80	9.10	Missouri.....	6.30	6.60
Massachusetts.....	8.60	7.40	Pennsylvania.....	6.20	6.30
New Jersey.....	8.10	8.60	Delaware.....	5.40	5.80
Connecticut.....	8.00	8.40	Maryland.....	5.10	8.20

The following summary shows that the payments to machine operators vary in the 9 States from highest to lowest by over 70 percent; those to pressers, by over 60 percent. Even in the 5

¹⁷ Percent earning less than \$13 not obtainable without further tabulation from original records.

¹⁸ From mimeographed report, U.S. Department of Labor. Labor in the Shirt Industry in June 1933, pp. 15, 16.

States farthest north and east, these variations are over 40 percent for each occupation.

	Ma- chine opera- tors	Press- ers		Ma- chine opera- tors	Press- ers
Percent highest above lowest median 9 States.....	72.5	62.1	Percent highest above lowest, ⁵ States farthest north and east ¹⁹ ..	41.9	44.4

HOURLY EARNINGS OF WOMEN IN CERTAIN OCCUPATIONS IN HOSIERY AND UNDERWEAR MILLS, 1932

The Bureau of Labor Statistics conducts a survey of wages and hours in the hosiery and underwear industries once every 2 years. The 1932 study was made in the early months of the year.

Selections that have been used here from the data collected are summarized in tables 15, 16, and 17. The average hourly earnings have been analyzed for three States, plant by plant, for the women reported in two occupations (looping and mending) that are characteristic of the hosiery industry and for which the largest numbers were reported, and for seamers in 22 underwear mills in New York.²⁰ The analysis of hosiery occupations includes the following:

State	Loopers			Menders			
	Number of women	Number of plants		Number of women	Number of plants		
		Total	Reporting 40 or more women		Total	Reporting—	
						20 or more women	10 or more women
Pennsylvania.....	1,117	35	8	588	26	10	19
North Carolina.....	722	14	8	112	10	1	4
Tennessee.....	489	15	4	168	14	2	8

Loopers

Pennsylvania.—In Pennsylvania 1,117 loopers in 35 plants are discussed. The median of the average hourly earnings of loopers ranged from 16 to 55 cents,²¹ the highest thus paying more than three times as well as the lowest for this operation. Considering the 8 plants reporting 40 or more women in this occupation, the median in 3 was above 40 cents, in 2 below 30 cents; even though the 2 most extreme medians (2 firms 55 cents each, and 1 firm 16 cents) in these 8 plants be eliminated, the remaining high median of 40.5 cents still is more than 40 percent (43.4 percent) above the low median of 28.3 cents.

¹⁹ Connecticut, Massachusetts, New Jersey, New York, and Pennsylvania.

²⁰ The average hourly earnings shown are those computed by the Bureau of Labor Statistics for each woman on the basis of her weekly earnings and hours worked.

²¹ Both the highest and the lowest medians were for firms for which 40 or more women were reported.

TABLE 15.—Average hourly earnings of women loopers and menders in hosiery plants in Pennsylvania, 1932 ¹

Plant	Loopers				Plant ²	Menders					
	Number of women	Median of average hourly earnings (cents)	Group range of average hourly earnings (cents)	Percent earning—		Number of women	Median of average hourly earnings (cents)	Group range of average hourly earnings (cents)	Percent earning—		
				Less than 20 cents					45 cents and more	Less than 20 cents	45 cents and more
1	44	55.0	30-90	None under 30	75.0	1(1)	56	45.0	25-70	None under 25	50.0
2	54	55.0	25-90	None under 25	77.8	³ 2	8	44.0	40-50	None under 40	(⁴)
3	12	52.0	40-70	None under 40	(⁴)	3(9)	36	43.1	30-60	None under 30	41.7
4	21	49.6	25-70	None under 25	76.2	4(6)	10	42.5	30-60	do	(⁴)
5	22	48.3	30-70	None under 30	59.1	5(2)	44	42.5	20-70	None	43.2
6	17	47.2	35-60	None under 35	(⁴)	6(24)	9	41.9	30-50	None under 30	(⁴)
7	8	45.0	25-60	do	(⁴)	7(27)	32	41.6	19-50	18.8	3.1
8	33	43.5	25-60	None under 25	39.4	8(13)	12	40.0	25-50	None under 25	(⁴)
9	38	43.3	16-70	2.6	47.4	9(12)	15	37.1	25-45	do	None
10	23	41.3	20-60	None	30.4	10(25)	69	35.8	10-70	15.9	17.4
11	13	40.8	25-60	None under 25	(⁴)	³ 11	9	35.0	30-40	None under 30	None as much as 40
12	42	40.5	25-60	do	28.6	12(30)	9	34.5	30-50	do	(⁴)
13	12	40.0	20-60	None	(⁴)	13(18)	11	32.9	25-40	None under 25	None as much as 40
14	50	35.9	12-70	6.0	24.0	14(17)	12	32.9	20-50	None	(⁴)
15	9	35.8	20-45	None	None	15(14)	42	32.5	18-70	9.5	21.4
16	29	35.3	12-60	3.4	10.3	16(11)	12	31.9	25-50	None under 25	(⁴)
17	38	34.4	16-60	5.3	21.1	17(4)	22	28.8	16-70	4.5	18.2
18	19	34.4	20-50	None	(⁴)	18(5)	9	28.8	25-40	None under 25	None as much as 40
19	7	34.2	25-45	None under 25	None	19(10)	25	26.9	6-45	16.0	None
20	36	33.6	20-50	None	2.8	20(16)	15	25.8	16-40	(⁴)	None as much as 40
21	14	33.3	20-50	do	(⁴)	21(26)	15	25.8	14-30	(⁴)	None as much as 30
22	12	33.3	25-45	None under 25	None	22(23)	47	23.9	14-60	31.9	2.1
23	32	32.8	8-60	18.8	12.5	³ 23	5	23.8	16-35	(⁴)	None as much as 35
24	59	31.8	14-45	13.6	None	24(20)	13	23.8	18-35	(⁴)	Do
25	134	31.3	12-90	9.0	20.1	25(35)	47	21.5	14-60	42.6	2.1
26	38	30.9	20-45	None	None	26(29)	7	20.8	14-30	(⁴)	None as much as 30
27	18	30.6	18-40	(⁴)	None as much as 40						
28	19	29.6	14-45	(⁴)	None						
29	68	28.3	14-50	10.3	1.5						
30	19	23.6	8-40	(⁴)	None as much as 40						
31	19	21.1	18-30	(⁴)	None as much as 30						
32	32	18.3	10-30	71.9	do						
33	9	17.7	12-35	(⁴)	None as much as 35						
34	8	17.0	10-20	All under 20	None as much as 20						
35	109	16.0	6-25	88.1	None as much as 25						

¹ From unpublished data collected by Bureau of Labor Statistics, U.S. Department of Labor.

² The figures in parentheses are the firm numbers that correspond to those used for loopers, column 1.

³ No loopers reported in this plant.

⁴ Not computed; base less than 20.

In 22 of the plants shown separately some women received 45 cents or more an hour; in all but 5 of these plants more than one-fifth had earnings so high. In 10 plants some women earned as high as 50 cents; in 8 some earned even as much as 60 cents.

In 5 plants no women averaged as much as 35 cents an hour; in 2 of these plants none averaged as much as 30 cents, and in 1 plant each none averaged as much as 25 and 20 cents, respectively.

At the lower end of the wage scale, in 16 plants some women earned less than 20 cents an hour. In 1 with a small number reported all had received below 20 cents, in another nearly 90 percent. On the other hand, in 1 plant none had received less than 40 cents, in 2 others none less than 35 cents; in 2 none less than 30 cents, in 7 others none under 25 cents, and in 7 in addition (19 in all) none of the women had average hourly earnings below 20 cents.

Considering the range of earnings of individual women in this occupation in the same plant, it is found that in 23 plants the highest-paid woman earned at least 30 cents an hour more than did the lowest paid, in 6 of these plants this difference being as great as 50 cents; in 1 it was as great as 78 cents, the lowest-paid woman receiving 12 cents, the highest paid 90 cents.

North Carolina.—For North Carolina, 722 loopers were reported in 14 plants. In 8 of these in which 40 women or more were reported, the median of their average hourly earnings ranged from 17.5 to 37.5 cents, the highest thus being somewhat more than twice the lowest. Three of these plants had hourly medians above 30 cents, 2 less than 20 cents, and if the two most extreme medians be eliminated, the remaining high still is 64 percent above the low.

TABLE 16.—Average hourly earnings of women loopers and menders in hosiery plants in North Carolina and Tennessee, 1932 ¹

Plant	Loopers					Plant ²	Menders				
	Number of women	Median of average hourly earnings (cents)	Group range of average hourly earnings (cents)	Percent earning—			Number of women	Median of average hourly earnings (cents)	Group range of average hourly earnings (cents)	Percent earning—	
				Less than 20 cents	In Tennessee, 45 cents and more; in North Carolina, 40 cents and more					Less than 20 cents	45 cents and more
TENNESSEE											
1.....	23	39.5	20-60	None.....	21.7.....	1(5)	14	32.5	20-45	None.....	None.
2.....	11	35.8	25-45	None under 25.....	None.....	2(1)	11	30.5	18-40	(?).....	None as much as 40.
3.....	21	28.9	16-45	9.5.....	do.....	3(7)	5	29.2	25-33	None.....	None as much as 35.
4.....	29	26.3	20-40	None.....	None as much as 40.....	4(2)	21	27.0	18-50	9.5.....	4.8.
5.....	81	25.3	14-45	13.6.....	None.....	5(3)	8	25.0	18-40	(?).....	None as much as 40.
6.....	18	25.0	14-30	(?).....	None as much as 30.....	6(6)	5	21.9	16-25	(?).....	None as much as 25.
7.....	10	25.0	20-35	None.....	None as much as 35.....	7(8)	10	21.0	15-30	(?).....	None as much as 30.
8.....	45	23.5	14-40	11.1.....	None as much as 40.....	8(13)	5	20.8	14-25	(?).....	None as much as 25.
9.....	31	23.0	14-40	29.0.....	do.....	9(4)	17	18.8	16-25	(?).....	Do.
10.....	15	19.2	16-35	(?).....	None as much as 35.....	10(14)	27	17.3	12-25	81.5.....	Do.
11.....	55	17.9	12-40	70.9.....	None as much as 40.....	11(9)	9	17.0	6-25	(?).....	Do.
12.....	39	17.2	10-30	71.8.....	None as much as 30.....	12(12)	16	14.0	8-20	All.....	None as much as 20.
13.....	20	16.8	10-20	100.0.....	None as much as 20.....	13(11)	13	13.0	10-18	All under 18.....	None as much as 18.
14.....	80	15.3	8-30	88.8.....	None as much as 30.....	14(15)	7	11.5	8-16	All under 16.....	None as much as 16.
15.....	11	11.5	6-20	All.....	None as much as 20.....						
NORTH CAROLINA											
1.....	42	37.5	14-60	2.4.....	38.1.....	1(2)	5	28.1	25-40	None under 25.....	None.
2.....	11	32.5	25-40	None under 25.....	None.....	2(1)	14	25.0	14-35	(?).....	Do.
3.....	65	31.5	12-60	15.4.....	16.9.....	3(3)	32	23.7	18-35	6.3.....	Do.
4.....	35	28.9	16-40	2.9.....	None.....	4(4)	14	22.7	10-30	(?).....	None as much as 30.
5.....	7	28.8	8-40	(?).....	do.....	5(6)	5	20.8	12-25	(?).....	None as much as 25.
6.....	31	26.1	12-50	16.1.....	3.2.....	6(9)	17	19.8	14-30	(?).....	None as much as 30.
7.....	70	23.4	6-45	25.7.....	2.9.....	7(11)	9	19.5	8-25	(?).....	None as much as 25.
8.....	132	23.1	6-40	31.8.....	None.....	8(10)	5	17.0	12-25	(?).....	Do.
9.....	60	22.6	14-35	28.3.....	None as much as 35.....	9(13)	5	15.5	12-25	(?).....	Do.
10.....	45	21.9	10-40	40.0.....	None.....	10(12)	6	13.3	10-25	(?).....	Do.
11.....	73	20.1	10-40	49.3.....	do.....						
12.....	88	20.0	8-35	50.0.....	None as much as 35.....						
13.....	31	19.8	10-60	51.6.....	3.2.....						
14.....	32	17.5	6-30	75.0.....	None as much as 30.....						

¹ From unpublished data collected by Bureau of Labor Statistics, U. S. Department of Labor.² The figures in parentheses are the firm numbers that correspond to those used for loopers, column 1.³ Not computed; base less than 20.

In 1 of the 8 plants reporting 40 or more women in this occupation almost two-fifths of the women, and in another as high as 17 percent, had received 40 cents or more an hour, while in 5 of these plants no woman had received 40 cents, in 2 of them none as much as 35 cents; none was paid as much as 60 cents.

At the lower end of the pay scale in these 8 plants, in 2 firms practically half the women, and in one-third 40 percent, had earned less than 20 cents an hour; on the other hand, in 1 plant only 2.4 percent, in another 15.4 percent, and in 3 others approximately one-fourth to three-tenths of the women had hourly earnings so low. In 3 of these plants fewer than 7 percent and in 3 over 15 percent were paid less than 16 cents an hour. In the 8 plants from 1 to 20 women had earnings under 16 cents, while from 1 to 38 had received 30 cents or more.

In a single plant, women's hourly earnings differed from the highest to the lowest by as much as 50 cents, and such differences were as great as 30 cents or more in 9 of the 14 plants.

Tennessee.—In Tennessee, 489 loopers were reported in 15 plants. In the 4 firms for which 40 or more were reported, the median of hourly earnings ranged from 15.3 to 25.3 cents, the highest thus being 65 percent above the lowest. The entire range in the 15 plants was from 11.5 to 39.5 cents an hour.

In 1 plant 1 woman received an average of as much as 50 cents an hour, and none received less than 20 cents; 3 other firms had paid an average as high as 40 cents an hour to some women. On the other hand, in 2 plants no woman had an hourly average of as much as 20 cents, and in 3 others none as high as 30 cents.

The lower end of the wage scale showed that in 4 firms no woman had an average of less than 20 cents an hour, in 2 others none less than 16, and in 4 others none less than 14 cents; on the other hand, in 1 plant four-fifths of those reported, in another over one-third, in 2 others over one-seventh each, and in another one-tenth, had average hourly earnings of less than 14 cents.

Women's earnings in this occupation differed from highest to lowest by as much as 40 cents an hour in a single plant, and by 31 cents in another.

Menders

Pennsylvania.—There are 588 menders in 26 Pennsylvania plants discussed here. In only 10 plants were as many as 20 women included in this occupation; in 9 others, 10 but less than 20 women. In the 10 plants reporting 20 or more the median of hourly earnings ranged from 21.5 to 45 cents, the highest thus being 109.3 percent above the lowest. In 1 of these plants reporting at least 20 menders none earned less than 25 cents and half 45 or more, and in another none earned less than 30 cents and over 40 percent (41.7) received 45 cents or more. On the other hand, in 2 other plants where only 1 woman received as high as 45 cents an hour, three-tenths and four-tenths, respectively, earned less than 20 cents.

In a single plant the highest-paid woman earned as much as 60 cents an hour more than did the lowest paid, and this variation in earnings was at least 50 cents in 3 others of the 26 plants shown separately, 30 to 46 cents in 8 others.

North Carolina and Tennessee.—Data are given here for 280 menders in 24 plants in these 2 States, but only in 12 plants altogether were as many as 10 women included, and only in 3 of these plants were as many as 20 women reported in this occupation.

In certain cases where only one or two women were receiving relatively high amounts, it may be suspected that other duties might have been included, such, for example, as those of some supervisory capacity. However, 2 of the 3 plants reporting 20 or more women presented striking differences. In one of these the great majority (81.5 percent) received less than 20 cents, none as high as 25; in contrast to this, the other firm paid very few (9.5 percent) less than 20 cents, and one-third 30 cents or over. The entire range of hourly payments in these 3 plants was from 12 to 50 cents, and all the women in 6 of the other 9 plants reporting as many as 10 had earnings also within this range. Six cents was the minimum hourly earnings reported in the smaller plants (5 and fewer than 10 women) and none averaged as high as 40 cents.

In a single Tennessee plant, the highest-paid woman earned 32 cents an hour more than did the lowest paid, and in North Carolina the greatest difference in any one plant was 21 cents. This variation was as much as 20 cents in 3 other Tennessee plants and in 1 other North Carolina plant.

Seamers in New York underwear mills

A total of 497 seamers were reported in 22 underwear mills in New York, 10 of which had as many as 20 women so employed. Table 17 summarizes the data as to hourly earnings of these women. The medians in the 10 plants ranged from 38.1 to 21.2 cents an hour, the highest being nearly 80 percent above the lowest. In 4 of these plants this hourly median was above 30 cents, in 4 it was below 25 cents. The range in earnings within a plant varied from 16 to 44 cents an hour in these 10 plants, more than 30 cents in 6 of them.

In 2 plants roughly one-third of the women earned 40 cents or more an hour, 17 and 19 percent, respectively, received at least 45 cents, and fewer than 3 percent in 1 and none in the other earned less than 20 cents. In 2 other plants, 35 percent or more of the women had earned less than 20 cents, 15 and 18 percent, respectively, receiving less than 16 cents, and in each no woman was paid as much as 40 cents, in 1 none earning as high as 30 cents.

In the 12 smaller plants (5 and fewer than 20 women) the high median (35.8 cents) was 104.6 percent above the low (17.5 cents). In 2 plants the median was below 20 cents, in 5 at least 25 cents. The range within a plant varied from 18 cents to 38 cents, 30 cents or more in only 5 of the 12 plants.

TABLE 17.—Average hourly earnings of women seamers in underwear mills in New York, 1932¹

Plant	Number of women	Median of average hourly earnings (cents)	Group range of average hourly earnings (cents)	Percent earning—	
				Less than 20 cents	40 cents and more
1.....	71	38.1	18-60	2.8	36.6
2.....	32	37.7	20-60	0	31.3
3.....	9	35.8	18-50	(²)	(²)
4.....	63	33.8	14-45	6.3	12.7
5.....	13	33.1	20-50	0	(²)
6.....	41	33.0	12-45	9.8	2.4
7.....	13	32.5	20-50	0	(²)
8.....	9	31.3	20-45	0	(²)
9.....	25	29.6	16-45	8.0	4.0
10.....	5	27.5	18-40	(²)	0
11.....	20	27.0	16-40	10.0	0
12.....	10	25.0	14-35	(²)	(³)
13.....	20	24.2	18-35	25	(³)
14.....	16	24.0	12-50	(²)	(²)
15.....	12	23.3	14-35	(²)	(³)
16.....	6	23.3	14-50	(²)	(²)
17.....	28	23.1	16-60	32.1	10.7
18.....	20	21.5	14-30	35	(⁴)
19.....	50	21.2	6-40	44	0
20.....	12	20.0	12-30	(²)	(⁴)
21.....	12	19.0	4-30	(²)	(⁴)
22.....	10	17.5	14-40	(²)	0

¹ From data collected by the Bureau of Labor Statistics, U.S. Department of Labor

² Not computed; base less than 20.

³ Not as much as 35.

⁴ Not as much as 30.

WEEKLY RATES OF SALESWOMEN IN 5 DEPARTMENT STORES IN NEW JERSEY AND IN 3 IN DENVER, 1933

That the weekly rates of saleswomen differ considerably as among various comparable department stores is shown in table 18 from data obtained by the Women's Bureau early in 1933 for 5 such stores in New Jersey and for 3 firms in Denver, Colo. In the former 1,085 women were reported, in the latter 533 women.

In New Jersey 1,085 women in five stores are discussed. The median rate ranged from \$12.85 in 1 firm to \$17.70 in another, with the usual rate paid in these 2 cases ranging from \$12.60 in 1 to \$17 and \$18 in the other. All these stores were in cities of 100,000 but less than 500,000 population, situated in close proximity to New York City. All were in one city except firm 5, which was in the smaller of the two places. If this establishment be left out of consideration for the moment, it is found that the highest median rate, \$17.70, was more than one-fifth (22.5 percent) above the lowest, \$14.45. In 1 of the 4 stores no woman had a rate of less than \$15, while in another the great majority of the women—slightly over 60 percent—had such rates (2.7 percent in this firm had rates less than \$12); in the first mentioned, over one-third (35 percent) of the women had rates of \$20 or more, while in the other only 7 percent had rates reaching this figure. In the remaining 2 stores no women had rates less than \$12, while small proportions (4 and 6.3 percent, respectively) had rates of \$20 or more. In firm 5 well over four-fifths of the women had rates less than \$15, three-tenths less than \$12.

Two considerations for the explanation of the rate variation should be taken into account—hours of work and whether or not the rates of any of the establishments were influenced by their being chain stores.

50 VARIATIONS IN WAGE RATES UNDER CORRESPONDING CONDITIONS

The scheduled time upon which the rates were based ranged from a 46½- to a 49¾-hour week. However, this factor did not result in a larger proportion of women receiving higher rates where the work schedule was longer, for, as so often is the case with industrial wages, the store having the longest hours of all was the one in which the smallest proportion of women were paid at the highest rate. The store in which the largest group had the highest rate was one of those with the shortest hour schedule. The same statement is true if only the 4 stores in the town of larger size be considered.

While 1 of the 5 New Jersey stores was a member of a chain firm, this store had neither the lowest nor the highest rate, hence its chain character did not influence the spread in wages in the entire group. This store was 1 of 3 that had no rate of less than \$12, while in the other 2 firms (both independent), respectively, about 3 and 29.5 percent of the women had rates below \$12.

Three Denver firms with 533 women are shown. In 2 of these the usual rate was \$12, in the other it was \$15. The median of rates in the highest paying was over one-fifth above the median in the other firm (omitting the lowest, a chain store). The proportions having a rate less than \$12 were about 2 percent of those in 1 store; in the second they were 13 percent, and in the third (which was a member of one of the smaller chains) nearly one-third of the women had rates so low. A week of 48 hours was the schedule in all 3 of these stores. In every store some saleswomen had rates of less than \$12, some had rates of \$20 or more.

TABLE 18.—Weekly rates of pay of saleswomen in comparable department stores
5 STORES IN NEW JERSEY, LATE 1932 OR EARLY 1933

Weekly rate	Total, 5 stores		Firm 1 (percent)	Firm 2 ¹ (percent)	Firm 3 (percent)	Firm 4 (percent)	Firm 5 (percent)
	Number	Percent					
Total.....	1,085	100.0	100.0	100.0	100.0	100.0	100.0
Mode ²	\$15.00		\$18.00	\$15.00	\$12.00 and \$15.00	\$13.00	\$12.60
Median.....	15.85		17.70	15.35	15.10	14.45	12.85
Less than \$12.....	33	3.0				2.7	29.5
\$12, less than \$15.....	332	30.6		26.9	42.1	59.9	54.7
\$15, less than \$20.....	580	53.5	65.0	69.1	51.6	30.5	13.7
\$20 and more.....	140	12.9	35.0	4.0	6.3	7.0	2.1
Scheduled hours.....			46½	46½	46½	49	49¾

3 STORES IN DENVER, MARCH 1933

Weekly rate	Total, 3 stores		Firm 1 (percent)	Firm 2 (percent)	Firm 3 ¹ (percent)
	Number	Percent			
Total.....	533	100.0	100.0	100.0	100.0
Mode ²	\$12.00		\$15.00	\$12.00	\$12.00
Median.....	12.90		15.60	12.80	12.50
Less than \$12.....	101	18.9	1.9	13.2	32.6
\$12, less than \$15.....	243	45.6	35.2	51.5	45.2
\$15, less than \$20.....	161	30.2	50.0	31.9	19.0
\$20 and more.....	28	5.3	13.0	3.4	3.2
Scheduled hours.....			48	48	48

¹ This store was a member of a chain firm.

² The most usual rate.

Part III.—SUPPLEMENTARY WAGE MATERIAL

The material discussed up to this point has shown two types of wage comparisons: That from plant to plant in the same industry and State, and that in the same occupation in various plants and in the same plant.

Some statement as to the minimum wages fixed by N.R.A. codes for the industries that have been discussed should be given, and the wage data here shown may be supplemented by adding two other kinds of information: The week's earnings of full-time workers taken by the Women's Bureau over a series of years and including various industries in a number of States, and the extent to which actual earnings varied from rates or from full-time earnings.

Minimum wage fixed in N.R.A. codes for seven industries

The minimum wages fixed in N.R.A. codes for seven industries¹ included in this report, and the extent to which a wage as high or higher prevailed before the minimum was established, are shown in chart IV.

Material shown in the chart indicates that in no case was the minimum fixed exorbitantly high according to wages that were being paid in many cases. It shows the following:

In the cotton industry, before establishment of a minimum wage, about two-fifths of the women working 50 to 54 hours in 6 mills in a Northern State (Maine), and about one-fourth of those working 50 to 55 hours in 20 plants in a Southern State (South Carolina), received at least as much as the minimum rate later fixed for the North and for the South, respectively.

In 129 plants making shirts, visited in 9 States in the northern area before the establishment of a minimum, 3 percent of the women reported received at least \$2 more than the minimum for the northern area later fixed in the cotton-garment code.

Before the establishment of a minimum, in two plants making men's work clothing in a State that came under the code for the North almost one-half of the women working 38 to 40 hours had weekly earnings at least \$2 higher than the amount fixed for that area. In this same State in four plants making women's wash dresses, 2 percent of the women working 47 to 50 hours prior to the code had earnings as high.

In hosiery plants, before the establishment of a minimum, in a large Northern State important in this industry (Pennsylvania) not far from half the loopers in 35 plants reporting and of the menders in 26 plants reporting averaged the equivalent of at least 2½ cents more per hour than the minimum later fixed in the code for that area; in two Southern States combined (Tennessee and North Carolina) about one-fifth of the loopers in 29 plants reporting and one-ninth of the menders in 24 plants reporting received at least as much per hour as the minimum fixed for the southern area.

¹ Two of the eight industry groups included in this report—shirts and work clothing—are included in one code.

In the laundry industry, before establishment of a minimum, practically three-tenths of the women in the 11 large and 21 small plants surveyed in Ohio had hourly earnings, and nearly nine-tenths of those in 12 Texas plants had rates at least as much as the minimum later fixed at its highest for that locality, that is, for the largest cities in the area; in 28 New York plants over one-third had rates at least \$1 more than the minimum for largest cities in that area.

In retail trade, before the establishment of a minimum, about two-fifths of the women in 3 stores in a large western city (Denver) and nearly four-fifths of those surveyed in 5 stores in an Eastern State (New Jersey) had weekly rates at least as much as the highest minimum later fixed in the code—that is, the minimum pay for the cities of 100,000 to 500,000 population for a week's work of 48 hours.

In shoemaking, before the establishment of a minimum, in the 19 plants surveyed in a Northern State important in this industry (New Hampshire) from 4 to 79 percent of the women were receiving amounts in some cases at least \$3 higher and in others \$2.50 higher than the minimum later fixed in the code; in 2 plants 65 percent or more had earnings of such amounts.

In 22 New York plants making underwear three-tenths of the women who were seamers had average hourly earnings at least 2½ cents higher than the amount later fixed by the code.

CHART IV.—Minimum wage fixed in N.R.A. codes for 7 industries, and women receiving such amount or more prior to code

Industry or trade and date N.R.A. code approved	Location	Minimum wage fixed		Pay-roll date	Percent of women receiving minimum or well above, prior to code for the industry
		Hourly (cents)	Weekly		
Cotton Textile Industry (July 9, 1933)	North.....	¹ 32½	\$13. 00	1932.....	In 6 Maine plants 42 percent of the women who had worked 50 to 54 hours had weekly earnings of \$13 and more; 15 percent had weekly earnings of \$16 and more. In 20 South Carolina plants 27 percent of the women who had worked 50 to 55 hours, and 5 or 5½ days had weekly earnings of \$12 and more; 6 percent had weekly earnings of \$16 and more.
	South.....	¹ 30	12. 00	1932.....	
Cotton Garment Industry ² (Nov. 17, 1933).	North.....	32½	³ 13. 00	Early summer 1933.	In 29 plants making shirts in 9 Northern States 3 percent of the women had weekly earnings of \$15 and more. In 2 Kansas City (Mo.) plants making men's work clothes 46 percent of the women working 38 and 40 hours had weekly earnings of \$15 and more. In 4 Kansas City (Mo.) plants making women's wash dresses 2 percent of the women working 47 to 50 hours had weekly earnings of \$15 and more.
				January and May 1933.	
				April and May 1933.	
Hosiery Industry (Aug. 26, 1933)	North.....	¹ 32½	⁴ 13. 00	1932.....	In 35 Pennsylvania plants 46 percent of the loopers had average hourly earnings of 35 cents and more; in 26 plants 48 percent of the menders had average hourly earnings of 35 cents and more. In 29 North Carolina and Tennessee plants 19 percent of the loopers had average hourly earnings of 30 cents and more; in 24 plants 11 percent of the menders had average hourly earnings of 30 cents and more.
	South.....	¹ 30	⁴ 12. 00	1932.....	
Laundry Trade (Feb. 16, 1934)	Group A....	⁵ { 30 27½ 25	³ 12. 00 ³ 11. 00 ³ 10. 00	May 1933.....	In 28 New York plants ⁶ 35 percent of the women who were timeworkers had a weekly rate of \$13 and more; in 22 plants reporting, 12 percent of the shakers who were timeworkers had a weekly rate of \$13 and more; in 12 plants reporting, 60 percent of the women press operators who were timeworkers had a weekly rate of \$13 and more. In 56 New Hampshire plants 74 percent of the women had hourly rates of 25 cents and more; 38 percent had hourly rates of 27½ cents and more, and 26 percent had rates as high as 30 cents.
				June 1933.....	
	Group B....	⁵ { 25 22½	³ 10. 00 ³ 9. 00	May 1933.....	In 11 larger Ohio plants ⁶ 31 percent of the timeworkers had average hourly earnings ⁷ of 25 cents and more; 10 percent had average hourly earnings of 30 cents and more. In 21 small Ohio plants ⁶ 29 percent of the timeworkers had average hourly earnings ⁷ of 25 cents and more, 9 percent had average hourly earnings of 30 cents and more.
				1932.....	
	Group D and Group E.	⁵ { 20 18 14	³ 8. 00 ³ 7. 20 ³ 5. 60	1932.....	In 12 Texas plants 88 percent of the women on a 54-hour schedule had a weekly rate of \$8 and more; 16 percent had a weekly rate of \$11 and more.

¹ Calculated from weekly minimum for 40-hour week as provided in code.

² This code covers 2 of the industries discussed separately in the text.

³ Calculated from hourly minimum for 40-hour week as provided in code.

⁴ Other minima also fixed at a higher rate according to occupation and type of product.

⁵ Variations by size of city and location.

⁶ State minimum wage orders fixed the minimum for laundries in New York on Oct. 2, 1933, at 27½ cents and 31 cents according to size of city, and in Ohio on Mar. 26, 1934, at 27½ cents. From Aug. 1, 1933, until any other standard was provided, this industry was operating under the President's Reemployment Agreement, in which the wage bottom was fixed at \$12. For the effect of this in Ohio, see p. 24. The laundry code was a local option code until made National by order X53, June 1934.

⁷ See footnote 5, p. 23.

CHART IV.—Minimum wage fixed in N.R.A. codes for 7 industries, and women receiving such amount or more prior to code—Continued

Industry or trade and date N.R.A. code approved	Location	Minimum wage fixed		Pay-roll date	Percent of women receiving minimum or well above, prior to code for the industry												
		Hourly (cents)	Weekly														
Retail Trade (Oct. 21, 1933)-----			⁸ <table border="0"> <tr> <td>{</td> <td>13.00</td> <td>}</td> </tr> <tr> <td></td> <td>13.50</td> <td></td> </tr> <tr> <td></td> <td>14.00</td> <td></td> </tr> </table>	{	13.00	}		13.50			14.00		Late 1932 or early 1933.	{In 5 New Jersey stores 79 percent of the women had a weekly rate of \$14 and more. (In 2 of these stores more than 96 percent of the women had a rate so high.) {In 3 Denver stores 41 percent of the women had a weekly rate of \$14 and more. (In 1 of these stores 65 percent of the women had a rate so high.)			
{	13.00	}															
	13.50																
	14.00																
			March 1933-----														
Boot and Shoe Manufacturing Industry (Oct. 30, 1933).	}-----	⁹ <table border="0"> <tr> <td>{</td> <td>30</td> <td>}</td> </tr> <tr> <td></td> <td>31¼</td> <td></td> </tr> </table>	{	30	}		31¼		⁸ <table border="0"> <tr> <td>{</td> <td>12.00</td> <td>}</td> </tr> <tr> <td></td> <td>12.50</td> <td></td> </tr> </table>	{	12.00	}		12.50		Spring 1933-----	{In 7 New Hampshire welt plants 30 percent of the women had weekly earnings of \$15 and more. {In 12 New Hampshire McKay plants 16 percent of the women had weekly earnings of \$15 and more.
{		30	}														
	31¼																
{	12.00	}															
	12.50																
Underwear and Allied Products Manufacturing Industry (May 10, 1934).	North-----	¹ 32½	13.00	1932-----	{In 22 New York plants 30 percent of the women who were seamers had average hourly earnings of 35 cents and more.												

¹ Calculated from weekly minimum for 40 hour-week as provided in code.

² Calculated from hourly minimum for 40-hour week as provided in code.

³ According to hours worked in week, and for cities of from 100,000 to 500,000 population (the group within which the cities included fall), larger places \$14, \$14.50, and \$15; in smaller places the rate set ranges from \$13 to \$10. (Could be even less in places with a population of less than 2,500.)

⁴ Minimum for women, varying by size of city. These rates are for cities and towns with a population of 250,000 or less, the size of those included in this study. For larger cities the minimum rate is 32½ cents. For men the minimum rates are 37½, 36¼, and 35 cents.

Median week's earnings of full-time workers in 13 States

Table 19 gives the highest and lowest median earnings of women full-time workers in various industries in States surveyed by the Women's Bureau in the years 1920-25, inclusive.

The differences shown are very striking indeed. Moreover, they are sufficiently large to be of great significance, even though the material varies geographically and was taken over a period that saw high wages, depression, recovery, and a normal time.

The highest median in all manufacturing industries was nearly double the lowest, and in two types of stores the highest was about half again as great as the lowest. Decided variations from high to low median were notable in each of the industrial groups shown. In the manufacture of hosiery and in cigar making the highest median was almost double the lowest. The data represent full-time earnings, and no explanatory factors such as differences in period of time, in geographic location, in particular methods of work in the industry, nor any combination of such factors, can form a completely satisfactory explanation for such vast differences as these in the basic wage standards.

TABLE 19.—Range in median week's earnings of full-time workers in 13 States surveyed by the Women's Bureau, 1920-25, by industry¹

Industry	Number of States included	Median earnings in State having—			
		Highest		Lowest	
		Median	Year	Median	Year
Laundries.....	13	\$13.50	1922	\$9.96	1924
General mercantile.....	13	18.15	1924	12.03	1924
5-and-10-cent stores.....	13	12.26	1920	8.58	1924
Manufacturing.....	13	18.88	1920	9.45	1924
Cotton.....	6	15.20	1920-21	9.66	1924
Hosiery and knit goods.....	7	18.00	1922	9.26	1922
Metal products.....	5	19.81	1920	13.98	1922
Electrical appliances.....	4	18.12	1920	16.13	1922
Cigars.....	7	18.92	1922	9.87	1925
Rubber.....	3	19.23	1920	15.29	1922
Shoes.....	3	16.93	1922	10.61	1921

¹ U. S. Department of Labor, Women's Bureau, Bulletin 85. Wages of Women in 13 States. 1931. pp. 4, 94, 174.

Extent to which women's actual earnings fall below their full-time earnings

In industrial employment ordinarily there is likely to be a considerable amount of time lost through one cause or another, sometimes for plant, sometimes for personal reasons.² This means that the worker's actual earnings, upon which she has to live, often are considerably below what she theoretically could have received if full time could have been worked through the entire period. Some indication of the extent to which this is the case should be given here, even though the adequacy of her earnings to meet her expenses has not been a primary point investigated in the present report.

² A study of lost time in cotton mills made by the Women's Bureau in 1922 shows that only about one-fourth of the days lost by over 2,000 women were due to reasons entirely personal. However, even these personal reasons often were due to factors that could not be controlled by the women. See Women's Bureau Bulletin No. 52, p. 67.

Tables 20 and 21 give, from recent Women's Bureau surveys, examples showing the extent by which the earnings of all women reported ordinarily fell below full-time earnings or what might be taken as such.

These variations ran to over 20 percent in South Carolina cotton mills, to nearly 15 percent in Maine cotton mills, as high as 27.5 percent in the carding departments in the Maine mills, and to 15 percent in certain Kansas City clothing plants. In the industries surveyed in Texas the women working 48 hours or more had median earnings 24 percent more than those of all women reported, and as high as 33 percent more in the manufacturing industries.

Table 22 gives a similar type of data for selected industries reported in earlier surveys made by the Women's Bureau in six States. These likewise show that earnings ordinarily fall well below the rate of pay for full-time work, and also show that large proportions of women receive payment below the full-time rate.

TABLE 20.—*Earnings of all women reported and of women who worked full time in certain cotton and clothing plants, 1932 and 1933*

Department	Median week's earnings of—		Percent median for all is below that for full-time workers
	All women with time worked reported	Full-time workers	
COTTON MILLS IN SOUTH CAROLINA, 1932 ¹			
All departments.....	\$7.70	\$9.65	20.2
Card.....	9.05	11.70	22.6
Spin and spool.....	7.05	8.90	20.8
Weave.....	9.35	11.60	19.4
Cloth.....	8.15	9.45	13.8
General (cleaners, scrubbers).....	6.15	6.35	3.1
COTTON MILLS IN MAINE, 1932 ¹			
All departments.....	\$11.10	\$13.00	14.6
Card.....	10.70	14.75	27.5
Spin and spool.....	11.00	12.70	13.4
Weave.....	12.60	14.10	10.6
Cloth.....	10.60	11.40	7.0
NEEDLE TRADES IN KANSAS CITY, 1933 ²			
All women.....	\$9.95	\$11.70	15.0
Men's work clothing.....	10.90	12.75	14.5
Women's moderately priced dresses.....	8.85	9.90	10.6

¹ Women's Bureau Bulletin No. 111. Hours, Earnings, and Employment in Cotton Mills. 1933. pp. 14, 31.

² Women's Bureau mimeographed report on Women in the Needle Trades in Kansas City. 1933. pp. 2-3.

TABLE 21.—Earnings of all women reported and of women who worked 48 hours or more a week in Texas industries, 1932¹

Industry	Median week's earnings of—		Percent median of all women was below that of workers for 48 hours or more
	All women reported	Women who had worked 48 hours or more	
All industries.....	\$7.75	\$10.20	24.0
Manufacturing.....	6.80	10.15	33.0
Clothing.....	6.35	6.30	2.8
Cotton mills.....	7.65	10.90	29.8
Food.....	6.25	5.95	² 5.0
Laundries.....	7.60	8.75	13.1
Department and ready-to-wear stores.....	12.55	13.90	9.7
Limited-price stores.....	8.30	10.30	19.4

¹ Women's Bureau. Economic Status of Wage-Earning Women in Texas. Mimeographed preliminary report, p. 8.

² In this case the earnings of all women reported rose above the earnings of those who had worked 48 hours or more.

TABLE 22.—Relation of women's earnings to their rates in selected industries in 6 States surveyed by the Women's Bureau, 1920-25¹

State and industry	Number of women with both earnings and rates reported	Percent of women reporting who earned less than their rates	Percent by which median of earnings was below that of rates
Kentucky:			
Candy.....	184	41.3	6.8
Men's clothing.....	657	31.2	5.1
Metal products.....	213	32.4	4.5
Paper and paper products.....	97	84.5	12.9
Shoes.....	226	37.6	² 14.9
Missouri:			
Candy.....	182	29.7	5.2
Men's clothing.....	262	60.3	13.5
Paper and paper products.....	82	56.1	10.8
Shoes.....	251	48.6	10.3
New Jersey:			
Candy.....	152	50.0	3.5
Metal products.....	120	20.8	² 1.3
Paper and paper products.....	159	40.9	8.3
Ohio:			
Candy.....	269	46.5	7.1
Men's clothing.....	550	31.6	3.7
Paper and paper products.....	93	33.3	.8
Shoes.....	190	33.7	.6
Rhode Island:			
Metal products.....	418	26.6	.1
Paper and paper products.....	215	54.4	---
Tennessee:			
Candy.....	279	60.9	6.0

¹ Women's Bureau Bulletin 85. Wages of Women in 13 States. 1931. p. 69.

² In this case the median of the earnings was above that of the rates.



