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UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU

WOMEN IN ARKANSAS
INDUSTRIES

no. 124

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

BULLETIN OF THE WOMEN'S BUREAU, No. 124

WOMEN IN ARKANSAS
INDUSTRIES

By
BERTHA BLAIR



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BY
BERNICE DEAN



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, Oct. 10, 1934.

MADAM: I have the honor to transmit a report on the employment of women in Arkansas, made at the request of the Commissioner of Labor of the State, who required information on employment and earnings in connection with his work as relief administrator.

I acknowledge with grateful appreciation the assistance of the employers, the workers, and the women interviewed in their homes.

The survey was conducted by Ethel Erickson, industrial supervisor, and the report has been written by Bertha Blair, of the editorial division.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

v

WOMEN IN ARKANSAS INDUSTRIES

Part I.—INTRODUCTION

In the last 2 months of 1932 and January of 1933 agents of the Women's Bureau of the United States Department of Labor conducted the field work for a study of the wages and hours of women employed in factories, stores, laundries, hotels and restaurants, and telephone exchanges in the State of Arkansas.

To make as complete as possible their report on the economic condition of the workers, the agents supplemented the data secured from the establishments with information from the women themselves as to the work they had had during the year, the amount of their earnings, the numbers unemployed in their households, and so forth.

According to the United States census, 119,193 women were gainfully employed in Arkansas in 1930, a number that amounted to 17 percent of the woman population. Agriculture and domestic service employed 70 percent of the women workers. Less than one-fifth (18.4 percent) were in manufacturing, trade, transportation and communication, and the clerical occupations.¹

Between 1920 and 1930 the proportion employed in agriculture decreased from 57.3 percent to 40.3 percent and the proportion in domestic and personal service increased from 21.3 percent to 30.2 percent.² Probably the serious farm situation was largely responsible for this exodus of agricultural workers, for large numbers of whom the only alternative was domestic service. For Negro women agriculture and housework were the two chief fields of service; they occupied all but 6 percent of the gainfully employed Negro women in the State.³

According to the census of manufactures,⁴ the number of manufacturing establishments in the State had decreased from 3,123 in 1919 to 1,731 in 1929, a decline of almost 45 percent. However, the average number of wage earners per establishment, which was only 16 in 1919, had become 26 by 1929.

SCOPE AND METHOD OF INVESTIGATION

An effort was made to visit a representative number of establishments (including large and small plants) in the industries employing the most workers—factories, stores, laundries and dry cleaners, hotels and restaurants, and telephone exchanges. Fourteen cities and towns were covered, the list being as follows:

Blytheville	Forest City	Jonesboro	Paragould
Camden	Fort Smith	Little Rock	Pine Bluff
Conway	Helena	Magnolia	
El Dorado	Hot Springs	Malvern	

¹ U. S. Bureau of the Census. Fifteenth Census: 1930. Occupation Statistics, Arkansas, pp. 5, 6.

² Idem; and U. S. Bureau of the Census. Fourteenth Census: 1920. Vol. IV, pp. 54, 55.

³ U. S. Bureau of the Census. Fifteenth Census: 1930. Occupation Statistics, Arkansas, p. 16.

⁴ U. S. Bureau of the Census. Fifteenth Census: 1930. Manufactures, 1929. Vol. II, p. 18.

The time worked and the earnings of each woman for a representative pay period were copied from pay-roll records. For most of the establishments the week selected was in November 1932; for the others it was just before or just after that month. The choice depended on the advice of the management, which in each case was asked to designate a week when no unusual circumstances, aside from the depression, had increased or reduced the time worked.

In the table following are given the industries surveyed, the number of establishments visited, and the number of men and women they employed:

TABLE 1.—Number of establishments visited and number of men and women they employed, by industry

Industry	Number of establishments	Number of employees						
		Total	Men			Women		
			Total	White	Negro	Total	White	Negro
All industries.....	144	6,651	2,692	2,166	526	3,959	3,413	546
Manufacturing.....	37	3,049	1,537	1,443	94	1,512	1,310	202
Cotton goods.....	3	312	170	160	10	142	135	7
Food.....	8	284	186	162	24	98	97	1
Furniture.....	9	796	673	638	35	123	123	-----
Garments.....	7	1,103	100	85	15	1,003	809	194
Paper products.....	3	102	35	32	3	67	67	-----
Other ¹	7	452	373	366	7	79	79	-----
General mercantile ²	25	1,099	377	341	36	722	³ 719	3
Limited-price stores.....	14	476	78	67	11	⁴ 398	⁴ 398	-----
Laundries and dry cleaners.....	20	583	168	125	43	415	249	166
Hotels and restaurants ⁵	38	955	532	190	342	423	248	175
Telephone exchanges.....	10	489	-----	-----	-----	489	489	-----

¹ Printing, 3 firms; mattresses, awnings, and tents, 2; steel scissors, 1; and lamp chimneys, 1.

² Includes specialty shops.

³ 159 of these were part-time or extra workers.

⁴ 203 of these were part-time or extra workers.

⁵ Includes 8 lunch counters or soda fountains in stores.

Of the 3,959 women included in the survey, more than a fourth (25.3 percent) were in some branch of the garment industry.

Of the Negro women, who comprised 13.8 percent of all the women surveyed, 35.5 percent were in the garment industry, the others being almost evenly divided between laundries and hotels and restaurants, industries in which they find employment in all sections of the country.

SUMMARY

Date of survey

November and December 1932 and January 1933.

Scope

Cities and towns visited, 14; establishments, 144, employing 3,413 white women and 546 Negro women.

Industrial distribution of white women

Manufacturing, 38.4 percent; mercantile, 32.7; telephone exchanges, 14.3; hotels and restaurants, 7.3; and laundries and dry cleaners, 7.3.

Industrial distribution of Negro women

Manufacturing, 37 percent; mercantile, 0.5; hotels and restaurants, 32.1; and laundries and dry cleaners, 30.4.

Earnings

Factories, stores, and laundries:	1932	1931
White women's pay-roll records.....	2,303	1,791
Median of their week's earnings.....	\$8.45	\$9.25
Negro women's pay-roll records.....	366	145
Median of their week's earnings.....	\$5.60	\$7.40
Hotels and restaurants:		
White women's pay-roll records.....	212	175
Median of their week's earnings.....	\$6.40	\$7.20
Negro women's pay-roll records.....	172	169
Median of their week's earnings.....	\$6.00	\$6.90
Telephone exchanges:		
Women whose pay-roll records were taken (all white) -	489	491
Median of a half-month's earnings.....	\$30.90	\$38.60

Scheduled weekly hours

The largest groups of women worked over 51 and under 54 hours in factories; 54 hours in limited-price stores; 51 in general mercantile establishments; 48 in telephone exchanges; and irregular hours in hotels, restaurants, and laundries.

Employment and unemployment

Employment experience of 288 women in Little Rock for the 12 months from Dec. 1, 1931, to Dec. 1, 1932:		<i>Percent</i>
Proportion at work Dec. 1, 1932.....		60.4
Unemployed for industrial reasons.....		35.8
Employed full time for 12 months.....		6.3
Employed full time for less than 6 months.....		52.1
Not employed full time at all.....		10.4
Employment in the 234 households in which the 288 women lived:		
	<i>Men</i>	<i>Women</i>
Total persons 16 years and over.....	255	440
Persons 16 and over normally employed.....	227	312
		<i>Percent</i>
Proportion employed Dec. 1, 1932.....	40.5	60.9
Proportion employed full time Dec. 1, 1932.....	25.1	46.2
Proportion of households of 2 or more persons with less than normal number employed Dec. 1, 1932.....		76.7
		<i>Percent of households</i>
Outside assistance received (125 of 234).....		53.4
Public relief received (79 of 125).....		63.2

Part II.—EARNINGS OF WHITE WOMEN

The amounts received by workers in payment for their labor determine what standard of living they can have for themselves and their families. The struggle for higher wages continues to be made by labor in order to achieve a standard of living not only above the bare subsistence level but high enough to insure reasonable comfort and a larger share of the cultural advantages of the Nation.

Wages are of as great importance to women workers as to any other group. Whether or not the earnings of women in Arkansas were adequate in 1932, when this study was made, can be judged by analyzing a representative sample of those actually received in a week considered by employers to be normal for the times. One can see, also, the downward trend in wages during the depression that has meant extreme suffering for large numbers of workers. Records were secured for a pay-roll week in 1931 for comparison with 1932.

The figures were copied from the pay rolls of the establishments visited. In all establishments the current figures were for a week in the latter part of 1932. In a majority (84) the week was in November; in the others it was in either October or December, except one plant where it was in September. The 1931 earnings also were for a selected week in the last few months of the year.

The wage figures of white and of Negro women will be discussed separately in this report. For those of Negro women see part III. The earnings of hotel and restaurant workers and of telephone employees also are treated separately from those of other workers.

Records of actual earnings in a week in 1932 were obtained for 2,303 white women employed as regular workers in factories, stores of various types, and laundries, for 212 workers in hotels and restaurants, and for 489 in the telephone industry. A week's earnings in 1931 were secured for 1,791 women in factories, stores, and laundries, for 175 in hotels and restaurants, and for 491 in the telephone industry.

EARNINGS OF WOMEN IN FACTORIES, STORES, AND LAUNDRIES

Week's earnings

The week's earnings taken off the records for 2,303 women (exclusive of extras and part-time workers in stores) in 1932 had a median of \$8.45. For the 1,791 women in 1931 the median was \$9.25. It must be remembered that one-half of the women received less than these small amounts. The existence of different wage standards in the various industries is evident from the following table.

TABLE 2.—*Number of white women and their median week's earnings, 1932 and 1931, by industry*

Industry	Number employed ¹		Median earnings	
	1932	1931	1932	1931
Total.....	2,303	1,791	\$8.45	\$9.25
Manufacturing.....	1,302	953	7.45	8.05
Cotton goods.....	135	139	7.05	8.25
Food.....	90	87	7.75	9.50
Furniture.....	123	116	9.35	7.45
Garments.....	809	470	8.00	7.55
Paper products.....	67	53	6.25	7.80
Other.....	78	88	10.10	11.50
General mercantile.....	516	397	12.90	15.45
Limited-price stores.....	239	174	8.15	8.75
Laundries and dry cleaners.....	246	267	6.80	7.95

¹ Exclusive of part-time or extra workers.

On the basis of median earnings, the general mercantile group had the highest wage standard. In both years, wages in limited-price stores were very much less, there being a difference in medians of \$6.70 in 1931 and of \$4.75 in 1932. In both types of store the median was less in 1932 than in 1931—60 cents less in limited-price stores and \$2.55 in the others.

The garment industry, with the largest number of women among the manufacturing groups, showed a somewhat higher median in 1932 (\$8) than in 1931 (\$7.55). This may be due to the fact that 1931 figures were not available for three establishments that provided them for 1932; for example, the second largest of the seven garment factories, which had wage standards that might account for this difference.

The rise in the median earnings in the furniture industry from \$7.45 in 1931 to \$9.35 in 1932 cannot be explained by increased rates, for these remained the same or declined in all establishments in the later year. The figures obtained on time worked indicate longer hours or more regular employment—perhaps both—in 1932 than in 1931.

The laundry group had next to the lowest median earnings in 1932. Though extremely low in 1931, they declined by more than \$1 in 1932—\$6.80 as compared to \$7.95.

The facts presented show that about three-fourths (74.2 percent) of the women in 1932 and almost as large a proportion (72.9 percent) in 1931 were employed in industries where the median earnings were \$10 or less; almost three-fifths (58.5 percent) in 1932 and one-half (50.6 percent) in 1931 were in industries where the median was \$8 or less.

Little Rock, because it is the largest city in Arkansas, and because nearly one-half of the white women in the study were employed there, is shown separately in some tabulations. As may be seen from the table following, the median earnings for all women in 1932 were 65 cents higher for Little Rock than for the State as a whole. Three of the seven garment factories, employing nearly three-fifths of the 809 women in this industry, were in Little Rock but median earnings in garments were \$1.50 less for the city than for the State. General

mercantile establishments and laundries showed slightly higher earnings in Little Rock than in the State as a whole. The 1932 medians for Little Rock were lower than those of 1931 in every industry.

TABLE 3.—Median week's earnings of white women in Little Rock, 1932 and 1931, by industry

Industry	Number employed ¹		Median earnings	
	1932	1931	1932	1931
Total.....	1, 113	844	\$9. 10	\$9. 65
Manufacturing.....	585	457	7. 15	8. 15
Garments.....	470	341	6. 50	7. 45
Other.....	115	116	9. 55	10. 00
General mercantile.....	327	221	13. 25	15. 70
Limited-price stores.....	101	62	8. 10	8. 65
Laundries and dry cleaners.....	100	104	7. 00	7. 90

¹ Exclusive of part-time or extra workers.

The median of earnings tells an important story about the economic condition of workers as a group, but an examination of the distribution of earnings is necessary to show the situation as to variations within the group.

In all industries the proportions of women in the lower earnings groups were larger in 1932 than in 1931. Even so, the proportions getting less than \$10 a week in 1931 were extremely large.

In all industries combined, two-thirds of the women received less than \$10 in the week for which pay-roll records were taken in 1932, and not far from one-half (45.6 percent) received less than \$8. For more than one-fifth (22.3 percent) earnings were less than \$6, and for one-tenth (10.3 percent) they were less than \$4. Somewhat over one-fifth (21.3 percent) earned \$10 and under \$14 and about one-eighth (12.1 percent) \$14 and over.

In the week in 1931 for which pay-roll records were taken, though the proportions of women in the lower earnings groups were extremely large, with a few exceptions the percentages were smaller than in 1932 and more earned at least \$10. Less than \$8 was earned by 37.4 percent of all the women in 1931 and \$10 and more by 42 percent, in contrast to 45.6 percent and 33.4 percent, respectively, in 1932.

Of the 809 women in the garment industry, most of whom were paid by the piece, practically 85 percent earned less than \$10 in the week in 1932, and about 63 percent earned less than \$8. Only 3 percent earned as much as \$14.

In 1931 the proportion earning less than \$10 was three-fourths (74.9 percent), and 55.7 percent earned less than \$8.

In the manufacturing group in 1932, cotton goods had the largest proportion earning less than \$8, garments came next, paper products third, and food fourth. Not far from one-half (46.3 percent) of the women making paper products were paid less than \$4.

In 1931 the garment industry had by far the largest proportions of women who received less than \$6 and less than \$4, though similar proportions in the cotton goods industry, furniture, paper products, and limited-price stores were paid less than \$10 in the week selected for that year.

In limited-price stores in the week of 1932 all but 15 percent of the 239 women received less than \$10, by far the largest proportion (78.7 percent) earning \$6 and under \$10. Almost half (46.9 percent) got less than \$8.

A somewhat larger proportion were paid at least \$10 in 1931, though more than seven-tenths (72.4 percent) got less than that amount.

Eighty-five percent of the laundry workers in 1932 received less than \$10, 65.4 percent received less than \$8, and 22.8 percent earned less than \$4.

The increase in the proportion of those in the lower earnings groups in 1932 was very marked in this industry, as may be seen from the accompanying table.

TABLE 4.—*Week's earnings of white women, 1932 and 1931, by industry*

Industry	Total number employed	Percent of women in each industry who earned—							
		Less than \$4	\$4, less than \$6	\$6, less than \$8	\$8, less than \$10	\$10, less than \$12	\$12, less than \$14	\$14, less than \$20	\$20 and more
REGULAR EMPLOYEES IN 1932									
All industries.....	2,303	10.3	12.0	23.3	21.0	11.0	10.3	9.8	2.3
Manufacturing:									
Cotton goods.....	135	4.4	19.3	49.6	17.8	8.9			
Food.....	90		15.6	41.1	25.6	14.4		3.3	
Furniture.....	123	4.9	13.0	14.6	26.0	17.9	17.1	5.7	.8
Garments.....	809	15.6	21.0	26.3	21.4	7.5	4.8	3.1	.2
Paper products.....	67	46.3	1.5	13.4	10.4	11.9	6.0	10.4	
Other.....	78	2.6	2.6	11.5	32.1	17.9	20.5	9.0	3.8
General mercantile.....	516	1.0	.8	2.9	11.6	15.5	26.9	32.2	9.1
Limited-price stores.....	239	2.1	4.2	40.6	38.1	10.5	2.9	1.7	
Laundries and dry cleaners.....	246	22.8	13.4	29.3	19.5	7.3	4.9	2.4	.4
REGULAR EMPLOYEES IN 1931									
All industries.....	1,791	7.2	9.3	20.9	20.6	13.8	9.9	13.6	4.7
Manufacturing:									
Cotton goods.....	139	4.3	17.3	23.7	34.5	14.4	5.0	.7	
Food.....	87	1.1	6.9	19.5	31.0	21.8	10.3	9.2	
Furniture.....	116	9.5	16.4	35.3	17.2	7.8	8.6	3.4	1.7
Garments.....	470	16.2	15.7	23.8	19.1	15.1	5.5	4.0	.4
Paper products.....	53	1.9	1.9	56.6	17.0	7.5	5.7	9.4	
Other.....	88	5.7	5.7	12.5	13.6	17.0	14.8	26.1	4.5
General mercantile.....	397	1.0	.8	1.0	5.0	11.6	21.2	41.6	17.9
Limited-price stores.....	174	2.3	.6	25.3	44.3	17.2	6.3	4.0	
Laundries and dry cleaners.....	267	7.9	12.4	31.1	24.7	12.4	5.2	4.5	1.9
PART-TIME AND EXTRA EMPLOYEES IN 1932									
All industries.....	1373	76.1	12.1	4.0	2.4	2.4	2.1	0.5	0.3
General mercantile.....	203	63.1	16.3	6.4	4.4	4.4	3.9	1.0	.5
Limited-price stores.....	159	94.3	5.0	.6					
PART-TIME AND EXTRA EMPLOYEES IN 1931									
All industries.....	239	67.4	10.0	10.0	3.8	4.2	2.1	2.1	0.4
General mercantile.....	119	92.4	1.7	5.9					
Limited-price stores.....	108	38.9	19.4	13.9	8.3	9.3	4.6	4.6	.9

¹ Includes 8 women in factories and 3 in laundries, not shown separately.

² Includes 6 women in factories and 6 in laundries, not shown separately.

In general mercantile stores in 1932, 83.7 percent of the women earned \$10 or more and over two-fifths \$14 or more. However, even in these establishments earnings were none too high when it is considered that only 9 percent earned \$20 or more. In these establishments almost three-fifths were paid at least \$14 in the week in 1931.

For the group as a whole, the proportion earning \$10 or more was greater for Little Rock than for the State—41.3 percent as compared to 33.4 percent.

Part-time and extra workers.—Both in 1931 and in 1932 limited-price and general mercantile stores had a good many part-time and extra workers on their pay rolls, many of whom filled in on Saturdays and received very small weekly amounts.

More than nine-tenths (94.3 percent) of these women in limited-price stores had earned less than \$4, the great majority—137 of 159—earning \$1 and less than \$2.

In general mercantile establishments not far from two-thirds (63.1 percent) had earned less than \$4 and for nearly one-half (47.3 percent) earnings were only \$1 or \$2 in the week recorded.

Though the number of regular workers in general mercantile was greater in 1932 than in 1931 by only 30 percent, the number of part-time and extra workers had increased by 88 percent.

A strong argument for minimum-wage legislation appears when the findings of this study are compared with those of the Arkansas study made by the Bureau in 1922 when such a law was in force. At that time the law, later declared unconstitutional, covered women employed in "any manufacturing, mechanical or mercantile establishment, laundry, or by any express or transportation company." Median earnings were considerably higher in 1922 than in 1932, and though this may be due in some measure to the depression, it is no doubt partly due to the fact that the law had been out of operation almost 5 years when the second survey was made.

Method of payment

In manufacturing establishments three-fifths of the women were paid by the piece. Cotton goods had the largest proportion of pieceworkers, about three-fourths (74.8 percent) of its women being on that basis. In laundries and mercantile establishments time rates were usual. Payment on the weekly basis, however, is not a guarantee that an employee will receive the same amount each week, earnings usually being determined by the number of hours or days worked. As there was a great deal of short time in 1932, a tabulation of earnings of those paid by the piece and those paid on a time basis was not considered significant.

Week's earnings and time worked

This discussion of earnings has taken no account as yet of the time worked represented by the earnings. It was possible to secure the exact number of hours worked in relation to the earnings for less than one-half of the regular women employees. For more than one-third pay-roll records showed the number of days on which they had worked in relation to their earnings.

The accompanying tables show hours and earnings for regular workers in 1932 and 1931 for such of the industries as had figures available.

EARNINGS OF WHITE WOMEN

9

TABLE 5.—Time worked by white women in pay-roll week recorded, by industry, 1932 and 1931

[Only groups with 50 or more women shown in detail]

A.—WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS

Industry	Number of women	Percent of women who worked—				
		Less than 35 hours	35, less than 48 hours	48, less than 54 hours	54 hours	More than 54 hours
1932						
All industries.....	1, 100	15.6	25.3	34.3	19.3	5.5
Manufacturing:						
Cotton goods.....	135	8.1	66.7	1.5	-----	23.7
Furniture.....	61	26.2	18.0	14.8	1.6	39.3
Garments.....	198	9.6	12.6	77.8	-----	-----
Other.....	¹ 137	32.8	35.0	10.2	19.7	2.2
General mercantile.....	222	.9	4.1	85.1	9.9	-----
Limited-price stores.....	166	4.8	7.2	1.8	86.1	-----
Laundries and dry cleaners.....	181	39.2	45.9	3.3	10.5	1.1
1931						
All industries.....	728	19.9	23.2	32.1	20.1	4.7
Manufacturing:						
Cotton goods.....	138	46.4	28.3	5.1	-----	20.3
Other.....	² 151	27.8	29.8	15.9	25.2	1.3
General mercantile.....	205	3.4	3.9	87.3	5.4	-----
Limited-price stores.....	84	3.6	7.1	1.2	88.1	-----
Laundries and dry cleaners.....	150	19.3	47.3	15.3	15.3	2.7

B.—WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS

Industry	Number of women	Percent of women who worked on—			
		Less than 5 days	5 days	5½ days	6 days
1932					
All industries.....	841	7.8	6.7	21.5	64.0
Manufacturing:					
Furniture.....	62	³ 29.0	19.4	4.8	46.8
Garments.....	277	9.0	9.0	60.3	21.7
Other.....	¹ 96	6.3	3.1	4.2	86.5
General mercantile.....	269	3.7	1.1	1.9	93.3
Limited-price stores.....	73	6.8	8.2	2.7	82.2
Laundries and dry cleaners.....	64	3.1	10.9	-----	85.9
1931					
All industries.....	618	11.7	4.5	12.5	71.4
Manufacturing:					
Food.....	53	15.1	1.9	1.9	81.1
Garments.....	135	14.8	8.1	44.4	32.6
Other.....	² 62	27.4	9.7	-----	62.9
General mercantile.....	165	3.0	1.8	3.0	92.1
Limited-price stores.....	88	6.8	5.7	-----	87.5
Laundries and dry cleaners.....	115	⁴ 13.9	1.7	9.6	74.8

¹ Includes also food and paper products, not shown separately.² Includes also cotton goods, furniture, and paper products, not shown separately.³ Practically all on 4 or 4½ days.⁴ Practically all on 2 days.

TABLE 6.—Median earnings of white women by time worked, all industries, 1932 and 1931

[Medians not computed where base less than 50]

Time worked	Women who worked the time specified in—					
	1932			1931		
	Number of women	Percent of women	Median earnings	Number of women	Percent of women	Median earnings
A.—WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS						
Women with hours worked reported ¹	1,100	100.0	\$8.40	728	100.0	\$9.60
Under 30 hours.....	127	11.5	2.80	87	12.0	5.40
35, under 40 hours.....	103	9.4	6.75	42	5.8	(¹)
40, under 44 hours.....	95	8.6	7.50	60	8.2	8.10
Over 44, under 48 hours.....	73	6.6	7.15	39	5.4	(¹)
51 hours.....	179	16.3	13.95	185	25.4	15.85
51½ hours.....	106	9.6	8.85
54 hours.....	212	19.3	9.00	146	20.1	9.95
Over 54 hours.....	61	5.5	9.05	34	4.7	(¹)
B.—WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS						
Women with days worked reported ¹	841	100.0	\$9.35	618	100.0	\$9.80
5 days.....	56	6.7	6.00	28	4.5	(¹)
5½ days.....	181	21.5	8.25	77	12.5	9.50
6 days.....	538	64.0	10.30	441	71.4	10.50

¹ Only time groups with 50 or more women in 1932 shown in detail.

There were 1,100 regular women workers in 1932 for whom figures on both wages and hours worked were reported. Almost half of these were in manufacturing. In most of the cases groups were too small to determine a representative average (median) for comparison. Three-fourths of the women in cotton mills worked less than 44 hours, those working 35 and under 40 hours having a median of \$6.90. Over one-fifth (21.5 percent) of the cotton-mill workers put in 60 hours or more.

For 841 workers only the number of days on which they had worked was reported with their earnings. The great majority (85.5 percent) of these had worked on 5½ or 6 days. The median earnings were highest for those who worked on 6 days, the higher earnings in general mercantile establishments, most of which had a 6-day week, no doubt affecting the median. However, in the garment industry, those who worked on 5½ days earned appreciably more than those at work on 6 days—\$8.15 and \$6.60, respectively.

Weekly rates

Though the majority of workers in the manufacturing industries were paid by the piece, there were 378 for whom a weekly rate was given. Less than \$10 a week was the rate for over four-fifths (83.3 percent) of these. As many as 92.4 percent of the timeworkers in the garment industry were paid a rate of less than \$10.

More than four-fifths (84.5 percent) of the workers in limited-price stores had a rate below \$10, half of these less than \$8. For almost nine-tenths of the women in general mercantile establishments (87.7 percent) the rate was at least \$10, though for only 10 percent was it as much as \$20. In laundries seven-tenths of the workers received less than \$10.

Part-time and extra workers were a feature of mercantile establishments; only a very few were found on the pay rolls of other industries. For the majority of workers in limited-price stores the rate was \$1.25 a day and for those in general mercantile it was \$2. This was true of Little Rock as well as the State as a whole. Conditions in Little Rock generally were somewhat better than in the remainder of the State.

Daily rate	General mercantile	Limited-price stores
Total	166	117
\$0.75	1	
\$1.00	1	
\$1.25	1	105
\$1.33	1	
\$1.50	22	11
\$1.75		1
\$2.00	109	
\$2.25	6	
\$2.50	24	
\$3.00	1	

TABLE 7.—Weekly rates of white women, 1932, by industry

(Medians not computed where base less than 50)

Weekly rate	Total women with weekly rate reported	Women employed in—							
		Manufacturing				General mercantile		Limited-price stores	Laundries and dry cleaners
		Total	Food	Garments	Other	Regular	Part-time and extra		
A.—THE STATE									
Total	1,248	378	44	288	146	455	21	239	155
Median ¹	\$9.70	\$8.55		\$8.20		\$13.25		\$8.40	\$8.95
Less than \$6	37	28		28					49
\$6, less than \$8	254	111	7	102	2	7		100	36
\$8, less than \$10	396	176	23	136	17	49	4	102	65
\$10, less than \$12	149	25	9	12	4	67	10	26	21
\$12, less than \$14	166	8	1	3	4	133	4	7	14
\$14, less than \$16	99	5	2		3	87	1	1	5
\$16, less than \$18	66	17	2	4	11	43	1	2	3
\$18, less than \$20	30	3		1	2	25		1	1
\$20, less than \$25	34	4		2	2	28	1		1
\$25 and more	17	1			1	16			
B.—LITTLE ROCK									
Total	611	118		50	68	298	21	101	73
Median ²	\$11.05	\$9.00		\$6.70	\$10.30	\$13.65		\$8.30	\$9.75
Less than \$6	12	4		4					8
\$6, less than \$8	54	36		33	3			45	3
\$8, less than \$10	135	34		6	28	28	4	39	30
\$10, less than \$12	95	18		6	12	38	10	14	15
\$12, less than \$14	112	4		1	3	92	4	2	10
\$14, less than \$16	73	5			5	64	1		3
\$16, less than \$18	45	13			13	29	1		2
\$18, less than \$20	20	2			2	16		1	1
\$20, less than \$25	19	1			1	16	1		1
\$25 and more	16	1			1	15			

¹ Includes also cotton goods, furniture, and paper products, not shown separately.² These are part-time or extra workers for whom weekly rates were reported.³ Based on \$1 intervals.⁴ Includes 1 part-time worker.

Part III.—EARNINGS OF NEGRO WOMEN

Negro women comprised 45.6 percent of the gainfully employed women of the State in 1930, according to the census of occupations, but only a very small proportion of them were employed in industries other than agriculture and domestic and personal service.¹ These two industries alone employed about 94 percent of the Negro women workers of the State. However, 1,235 Negro women were employed in factories and laundries, and Women's Bureau agents secured their wage records in all establishments visited. They were in the minority in both factories and laundries, as a whole, though in one garment factory and in several laundries they were in the majority.

It is essential in any discussion of earnings to review those of Negro workers separately from those of white workers. As is generally true, their earnings were appreciably less than the earnings of white workers in the industries in which both were employed, chiefly manufacturing establishments and laundries.

Week's earnings

Pay-roll records were secured for 363 women employed as regular workers in manufacturing establishments and laundries in 1932. Only 3 were employed in stores. There were only 5 part-time workers, all in laundries.

The median of the week's earnings of all Negro women for whom 1932 records were obtained was a third less than that of the white women. A median of \$5.60, to say nothing of the 50 percent who were paid less than this, and of the still lower median in the garment industry, must be regarded as wholly inadequate and far below the amount necessary for living in conformity with American standards.

For 161 laundry workers in 1932 median earnings were \$6; \$7.35 for 135 such workers in 1931. In this industry the earnings of white women were not much higher, \$6.80 in 1932 and \$7.95 in 1931.

Industry	Negro women in 1932	
	Number	Median earnings
Total.....	1 366	\$5. 60
Manufacturing.....	202	5. 45
Garments.....	194	5. 45
Laundries and dry cleaners.....	2 161	6. 00

¹ Includes 3 women in general mercantile. For women in hotels and restaurants see pt. VI of report.

² Of 145 Negro women for whom 1931 records were available, 135, with median earnings of \$7.35, were in laundries.

¹ U. S. Bureau of the Census. Fifteenth Census: 1930. Occupation Statistics, Arkansas, p. 16.

Week's earnings and time worked

A majority of the 195 Negro workers in manufacturing in 1932 for whom hours were reported had worked 51½ hours in the week for which pay-roll records were copied. The median earnings for women who worked these hours were \$5.70. The majority of the laundry workers for whom hours were reported had worked not more than 44 hours; well over two-fifths (44.9 percent) had worked less than 35; and all but 5 had worked less than 48.

In 1931, more than nine-tenths of the women for whom days worked were reported had worked on 6 days, in contrast to only two-thirds in 1932.

For women working on 5 days or more, the median earnings were very much smaller in 1932 than in 1931—\$5.95 as compared to \$7.80.

TABLE 8.—Median earnings of Negro women by time worked, all industries, 1932 and 1931

[Medians not computed where base less than 50]

Time worked	1932		1931	
	Number of women	Median earnings	Number of women	Median earnings
A.—WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS				
With hours worked reported—Total.....	310	\$5.60	60	\$7.00
Less than 30 hours.....	44		9	
30, less than 35 hours.....	26		8	
35, less than 40 hours.....	19		4	
40, less than 44 hours.....	7		19	
44, less than 48 hours.....	58	7.10	6	
48, less than 51½ hours.....	20		6	
51½ hours.....	128	5.70		
54 hours.....	3		4	
Over 54 hours.....	5		4	
B.—WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS				
With days worked reported—Total.....	56	\$5.75	83	\$7.80
Less than 5 days.....	6			
5 days or more.....	50	5.95	83	7.80

Part IV.—SCHEDULED HOURS

The data on scheduled hours were obtained by interview with representatives of the firms and checked with plant records. They represent the normal working day and week for the women employed. These are not necessarily the hours worked in any one week by these employees, for overtime sometimes is required and during the period covered there was a great deal of short time.

Daily hours

The information on daily hours for all industries but hotels and restaurants is given in the table following.

TABLE 9.—Scheduled daily hours, by industry¹

Industry	Total		Regular hours					
			Number reported		8 or less		8½ and 8¾	
	Estab-lish-ments ²	Women	Estab-lish-ments ²	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
All industries.....	106	3,536	87	2,765	16	643	14	637
Percent distribution.....				100.0		23.3		23.0
Manufacturing.....	37	1,512	35	1,498	5	149	6	268
Cotton goods.....	3	142	3	142	1	99		
Food.....	8	98	6	84				
Furniture.....	9	123	9	123	1	10	2	20
Garments.....	7	1,003	7	1,003			3	232
Paper products.....	3	67	3	67	1	23		
Other.....	7	79	7	79	2	17	1	16
General mercantile.....	25	722	25	519	1	5	8	369
Limited-price stores.....	14	398	14	239				
Laundries and dry cleaners.....	20	415	3	20				
Telephone exchanges.....	10	489	10	489	10	489		

Industry	Regular hours—Continued				Part-time and irregular hours		Hours not reported	
	9		10, 11, and 12					
	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
All industries.....	55	1,437	3	48	41	765	1	3
Percent distribution.....		52.0		1.7				
Manufacturing.....	21	1,033	3	48	1	11	1	3
Cotton goods.....			2	43				
Food.....	6	84			1	11	1	3
Furniture.....	5	88	1	5				
Garments.....	4	771						
Paper products.....	2	44						
Other.....	4	46						
General mercantile.....	17	145			14	203		
Limited-price stores.....	14	239			9	159		
Laundries and dry cleaners.....	3	20			17	395		
Telephone exchanges.....								

¹ For hotels and restaurants see pt. VI of report.

² Details exceed total, as some firms had more than 1 schedule.

A maximum schedule of 9 hours a day for women is allowed by law in Arkansas in manufacturing, mechanical, or mercantile establishments, laundries, and express or transportation companies. The only factories exempted are those making cotton goods.

In 3 establishments the scheduled daily hours amounted to more than 9, but 2 of these, employing 43 women, were cotton mills where longer hours than 9 are permitted by law. However, many women were not required to work as many hours as the law allowed, for not far from half (46.3 percent) of those whose scheduled hours were reported worked a day of 8, $8\frac{1}{2}$, or $8\frac{3}{4}$ hours. One factory had a 7-hour schedule. More than two-thirds (67.4 percent) of all the women working less than 9 hours were in telephone exchanges or stores. All those in the telephone industry were on an 8-hour schedule, though for the girls on the morning-evening tour of duty the workday was divided into two periods. Almost three-fourths (72.1 percent) of those employed regularly in general mercantile stores worked $8\frac{1}{2}$ or $8\frac{3}{4}$ hours daily; the others worked 9 hours. All those in limited-price stores worked 9 hours.

In the garment industry the scheduled daily hours were from $8\frac{1}{2}$ to 9. Most of the women (76.9 percent) were on a 9-hour schedule. Women in this industry comprised more than half (53.7 percent) of all those that had a 9-hour day.

Saturday hours

Saturday hours were long. For telephone operators Saturday hours were the same as those of other days, that is, 6 full days a week were worked. In stores hours were as long or longer on Saturday. Factories differed in the number of hours they expected their employees to work.

Only 1 of the 87 establishments—a factory—had a 5-day week for its day workers, the other plant so tabulated employing a few women on 5 nights a week.

The women in limited-price stores had a Saturday schedule of 9 hours, the same as on other days of the week. All but 6 of the 25 other stores had at least a 9-hour schedule, 1 small store working its women 11 hours. In the 6 exceptions the hours were $8\frac{1}{2}$. Five hours or less was the Saturday schedule in only about half the factories—17 of 35. Eleven had Saturday schedules of 9 hours or longer.

TABLE 10.—Scheduled Saturday hours, by industry

Industry	Total		Regular hours									
			Total reported		None		Less than 5		5		Over 5, less than 8	
	Es-tab-lish-ments (1)	Wom-en	Es-tab-lish-ments (1)	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en
All industries.....	106	3,536	87	2,765	2	15	8	202	8	184	5	739
Percent distribution.....				100.0		0.5		7.3		6.7		26.8
Manufacturing.....	37	1,512	35	1,498	2	15	8	202	8	184	5	739
General mercantile.....	25	722	25	519								
Limited-price stores.....	14	398	14	239								
Laundries and dry cleaners.....	20	415	3	20								
Telephone exchanges.....	10	489	10	489								

Industry	Regular hours—Continued								Part-time and irregular hours	Hours not reported		
	8		8½		9		Over 9 and including 11					
	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en
All industries.....	12	640	6	237	41	591	6	157	41	768	1	3
Percent distribution.....		23.2		8.6		21.4		5.7				
Manufacturing.....	2	151			9	184	2	23	1	11	1	3
General mercantile.....			6	237	15	148	4	134	14	203		
Limited-price stores.....					14	239			9	159		
Laundries and dry cleaners.....					3	20			17	395		
Telephone exchanges.....	10	489										

¹ Details exceed total, as some firms had more than 1 schedule.

Weekly hours

The length of the work week permitted by law is 54 hours. Only 57 women of the 2,779 for whom this was reported worked in places where more than 54 hours was the schedule, and 43 of these were in cotton mills, where such hours are legal.

One-fifth (20.8 percent) of the women were on a 54-hour schedule and 3 in 5 of these worked in stores.

A schedule of less than 54 hours was reported for the great majority of the women (77.2 percent). Just over one-fifth (21.7 percent) were reported as having a 48-hour week, 4 in 5 of these being in the telephone industry. One cotton mill also had this schedule.

Over 48 but less than 54 were the scheduled weekly hours of 53.6 percent of the women, a large proportion of these exceeding 51 hours. The 702 women in 3 garment factories who comprised the largest number working these hours were on schedules of 51½, 52½, and 52¾ hours.

Limited-price stores all had weekly schedules of 54 hours. Many of the general mercantile stores also had this schedule, but the larger stores worked 51 and under 54 hours.

The length of the scheduled week is shown in table 11.

TABLE 11.—Scheduled weekly hours, by industry ¹

Industry	Total		Regular hours							
			Number reported		Less than 48		48		Over 48, less than 50	
	Estab-lish-ments ²	Wom-en	Estab-lish-ments ²	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All industries	106	3,536	89	2,779	4	50	12	604	7	271
Percent distribution				100.0		1.8		21.7		9.8
Manufacturing	37	1,512	37	1,512	4	50	2	115	7	271
Cotton goods	3	142	3	142			1	99		
Food	8	98	8	98						
Furniture	9	123	9	123	1	10			4	39
Garments	7	1,003	7	1,003					3	232
Paper products	3	67	3	67	1	23				
Other	7	79	7	79	2	17	1	16		
General mercantile	25	722	25	519						
Limited-price stores	14	398	14	239						
Laundries and dry cleaners	20	415	3	20						
Telephone exchanges	10	489	10	489			10	489		

Industry	Regular hours—Continued								Part-time and irregular hours	
	50 or 51		Over 51, less than 54		54		Over 54			
	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All industries	11	289	9	930	42	578	5	57	40	757
Percent distribution		10.4		33.5		20.8		2.1		
Manufacturing	5	62	5	768	11	198	3	48		
Cotton goods							2	43		
Food	1	5			7	93				
Furniture	1	13	1	52	1	4	1	5		
Garments			3	702	1	69				
Paper products	1	30			1	14				
Other	2	14	1	14	1	18				
General mercantile	6	227	4	162	14	121	2	9	14	203
Limited-price stores					14	239			9	159
Laundries and dry cleaners					3	20			17	395

¹ For hotels and restaurants see pt. VI of report.² Details exceed total, as some firms had more than 1 schedule.

Irregular hours and part-time work

Part-time or irregular hours were worked in 9 limited-price stores, 14 general mercantile stores, and 17 laundries.

Lunch period

The lunch period was reported for all but three small establishments. Eighty-five percent of the firms, employing 90 percent of the women, had lunch periods of at least 45 minutes, the majority allowing a full hour. Seven of the stores that gave an hour for lunch on other days of the week allowed an interval of 3 or 4 hours on Saturdays as compensation for work at night.

Part V.—POLICIES AFFECTING EARNINGS

Hours of work

During the depression employees in practically all types of industry and occupation in the United States have been obliged to accept reductions in their earnings, and extreme hardship has been the result for many of them. In addition to those who have been out of work entirely, there are large numbers who have been affected by a reduced number of hours of work. In some establishments they have been affected by a shut-down either of the entire plant or of several of its departments, in others by a shortening of the hours of work for an indefinite period.

Women covered in this survey had suffered these reductions as had women in the larger industrial sections of the country. Thirteen factories had been shut down in one or both years in some or all departments for at least 2 weeks, some for much longer than others. Two or 3 weeks was common, but there were cases of much longer shut-downs, from 6 weeks to as much as a year.

Sixty-four of 134 firms reported having had short time, many of them in both years. Short time is not unusual for laundries and all but 3 reported it, as did 29 of 37 factories and 18 of 38 hotels and restaurants.

Dividing the work, which amounts to a reduction of hours for the individual, was reported by 56 of 127 firms. Some of them used this method to avoid laying off part of their workers. It was used by 10 of 25 general mercantile stores that reported as to irregularity in hours. Twenty factories reported some division of work, as did 13 laundries and 10 hotels and restaurants. Fifty-nine of the 115 firms reporting had resorted to laying off some of their employees; 19 of these were factories, 11 were stores, 10 laundries, and 19 hotels or restaurants.

Different methods were used from plant to plant in deciding what workers were to be dismissed. Twenty of the 46 reporting the special basis of lay-off stated that efficiency was the basis of selection; 13 reported that employees were retained or laid off according to length of service, the latest comers being the first to go; and the other 13 stated that the economic status of the workers was considered.

Though a great many of the plants had had to curtail production at some time during the year, a large number reported overtime. Only 2 stores had had overtime for women but 30 of the 37 factories and 21 of the 31 hotels and restaurants for which this was reported had had overtime. All factories reported that overtime was paid for, 29 at the regular rate and 1 at a rate of time and a half; but in 19 of the hotels and restaurants there was no payment for overtime.

Reduced rates

In addition to the reduction in hours, the great majority of establishments reported some reduction in wage rates. Of 122 that reported, the rates of all workers had been reduced in 88 firms and the rates of some in 8 firms, leaving only 26 with no reduction.

Part VI.—WOMEN IN HOTELS AND RESTAURANTS

Earnings

The earnings of women working in hotels and restaurants are reported separately from the earnings of women in the other industries because in so many respects they are not comparable. The fact that these workers serve the needs of the public for food and shelter is the explanation for hours of work less standardized than those of workers in stores and factories.

Generally the worker must be on duty for each meal, with free time in between, but her duties may be limited to only one or two meals. Usually the service of the employee extends over a very long day. Even though the hours of work may be only 8, an employee may go to work as early as 6 in the morning and not leave till 8 at night, having had several hours off duty during the day.

Earnings also are affected somewhat by the peculiar type of service. Of the 212 white women for whom pay-roll records for a week in 1932 were secured, 144 were waitresses and bus or counter girls, 26 were kitchen employees, and 30 were maids, linen-room girls, or housekeepers. Wage figures for these workers represent only the cash payments for the week. In addition to these amounts, some received board and 3 of the 15 housekeepers had both board and room. No attempt was made to get even an estimate of the amounts received in tips. These were said to be very uncertain and to vary considerably from one week to another.

Occupation	Total white women	Additional compensation		
		None	Board only	Board and room
1932				
Total number.....	212	37	172	13
Median earnings.....	\$6.40	(²)	\$5.40	(²)
Waitress, bus girl, counter girl—Number.....	144	3	141	—
Median earnings.....	\$4.35	(²)	\$4.30	—
Kitchen employee.....	26	1	25	—
Maid, linen-room girl, housekeeper.....	30	21	6	3
Laundry workers.....	8	8	—	—
Elevator operator.....	4	4	—	—
1931				
Total number.....	175	31	141	13
Median earnings.....	\$7.20	(²)	\$6.90	(²)
Waitress, bus girl, counter girl—Number.....	92	3	89	—
Median earnings.....	\$4.95	(²)	\$4.95	—
Kitchen employee.....	14	1	13	—
Maid, linen-room girl, housekeeper.....	31	19	9	3
Laundry worker.....	8	8	—	—
Not reported.....	30	—	30	—

¹ Housekeepers.

² Not computed; base less than 50.

TABLE 12.—*Week's earnings of white women who worked 6 or 7 days or 54 or more hours, 1932 and 1931*

[Medians not computed where base less than 50]

Week's earnings ¹	1932				1931			
	Total	Waitress, bus girl, counter girl	Kitchen employee	Maid, linen-room girl, house-keeper	Total	Waitress, bus girl, counter girl	Kitchen employee	Maid, linen-room girl, house-keeper
Total working full week.....	155	105	25	25	101	68	13	20
Median ²	\$7.40	\$5.05	-----	-----	\$6.65	\$4.90	-----	-----
Less than \$4.....	42	42	-----	-----	13	13	-----	-----
\$4, less than \$5.....	14	10	3	1	24	23	1	-----
\$5, less than \$8.....	32	26	6	-----	21	18	-----	-----
\$8, less than \$11.....	51	25	13	13	24	10	6	8
\$11, less than \$14.....	8	1	1	6	10	3	2	5
\$14, less than \$17.....	3	1	2	-----	2	1	1	-----
\$17, less than \$20.....	³ 4	-----	-----	³ 4	³ 5	-----	-----	³ 5
\$20 and more.....	³ 1	-----	-----	³ 1	³ 2	-----	-----	³ 2

¹ Exclusive of meals. Practically all of the waitress groups and kitchen-employee groups and about one-third of the remaining groups were given meals.

² Based on \$1 intervals.

³ Housekeepers.

Information was secured also for 39 women working at lunch counters or soda fountains in stores, 3 of whom were Negroes, but these are not included in the tabulations.

The foregoing summary shows the medians of the cash earnings of the white workers in this industry and how generally they received additional compensation. The table that follows it shows the earnings of women in the chief occupational groups who worked 6 or 7 days or 54 or more hours.

The median earnings of the 212 women were \$6.40, an extremely small amount even with additional compensation. Thirty-seven of these women had nothing in the way of a supplement to their wages; 21 of these were maids and other hotel employees and all but 4 who were housekeepers were paid less than \$14; in fact, 13 of the 21 were paid less than \$10. All but 3 of the 144 in the dining-room group had board in addition to cash wages, but more than one-third of them had only 2 meals. This is a very low wage when it is observed that the median of their earnings was only \$4.35. Tips no doubt furnished something in addition, but the amount varies so that it cannot be relied upon.

For all employees who got only meals in addition, the median of the week's earnings was \$5.40, this being slightly higher than that of the waitress group, due to the fact that kitchen employees are paid more than waitresses.

Over half of the dining-room employees who were given meals got 3 meals, and a third got 2; a few were reported as getting "2 or 3" meals. All but 1 of the kitchen employees were given at least 2 meals and 15 of the 25 were given 3. None of the elevator operators or laundry workers in these establishments got additional compensation.

Fifteen women were listed as housekeepers and they earned from \$9 to \$23, only one receiving the latter amount. Ten of them had no additional compensation; 3 had room and board, another 1 meal, and a third, earning only \$9, was reported as being given lunch.

As in most of the other industries surveyed, earnings during the week in 1931 for which pay-roll records were copied were higher than they were at the time of the study. For waitresses the 1932 median was 60 cents less, and for all the women combined it was 80 cents less. In 1931 a larger proportion of the maids were given meals—usually only one—than was the case in 1932, which amounted to a reduction in earnings.

Of the 36 white women serving meals in stores, all but 3 were waitresses. Most of these were given one or two meals, according to their hours on duty. Eighteen of the 36 were paid less than \$8, 9 of them less than \$6.

There are presented also a summary of the earnings of all Negro women and a more detailed table for those working 6 or 7 days or 54 or more hours.

Occupation	Total Negro women	Additional compensation	
		None	Board only
1932			
Total number.....	172	136	36
Median earnings.....	\$6.00	\$5.75	(¹)
Waitress, bus girl, counter girl.....	8	8	8
Kitchen employee.....	28	28	28
Maid, linen-room girl—Number.....	102	102	
Median earnings.....	\$5.70	\$5.70	
Laundry worker.....	10	10	
Elevator operator.....	24	24	
1931			
Total number.....	169	127	42
Median earnings.....	\$6.90	\$6.70	(¹)
Waitress, bus girl, counter girl.....	1	1	1
Kitchen employee.....	14	2	12
Maid, linen-room girl—Number.....	104	95	9
Median earnings.....	\$6.60	\$6.65	(¹)
Laundry worker.....	9	9	
Elevator operator.....	21	21	
Occupation not reported.....	20		20

¹ Not computed; base less than 50.

TABLE 13.—*Week's earnings of Negro women who worked 6 or 7 days or 54 or more hours, 1932 and 1931*

[Medians not computed where base less than 50]

Week's earnings ¹	1932				1931			
	Total	Waitress, bus girl, counter girl	Kitchen employee	Maid, linen-room girl	Total	Waitress, bus girl, counter girl	Kitchen employee	Maid, linen-room girl
Total working full week.....	119	6	26	87	90	1	13	76
Median ²	\$6.25			\$5.90	\$6.95			\$6.85
Less than \$5.....	11			11				
\$5, less than \$8.....	91	5	10	76	54	1	3	50
\$8, less than \$11.....	17	1	16		33		7	26
\$11, less than \$14.....					2		2	
\$14, less than \$17.....					1		1	

¹ Exclusive of meals. All or practically all of the waitress groups and kitchen-employee groups, and none or practically none of the remaining groups were given meals.

² Based on \$1 intervals.

The largest proportion of Negro women—about three-fifths in each year—were maids or linen-room girls. Median earnings for the entire group and also for the maid and linen-room girls were 90 cents less in 1932 than in 1931.

Like the white workers, few Negroes employed as maids received compensation in the form of meals in addition to their cash earnings. None did so in 1932, but in 1931 nine Negro employees were given their meals.

Hours

Of the 212 white women and 172 Negro women employed in 1932 in the hotels and restaurants visited in this survey, scheduled hours were reported for 193 of the former and for 164 of the latter.

TABLE 14.—Scheduled weekly hours in hotels and restaurants, by occupation—1932

Occupation	Number of women reported		Women whose scheduled weekly hours were—											
			Less than 40		40, less than 48		48		More than 48, less than 54		54		More than 54	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
Total—Number.....	193	164	15	4	20	49	27	46	10	18	105	24	16	23
Percent.....	100.0	100.0	7.8	2.4	10.4	29.9	14.0	28.0	5.2	11.0	54.4	14.6	8.3	14.0
Waitress, bus girl, counter girl.....	134	8	13	-----	8	-----	17	-----	9	8	80	-----	7	-----
Kitchen employee.....	26	27	-----	-----	1	1	1	2	-----	1	24	20	-----	3
Maid, linen-room girl, housekeeper.....	21	99	1	3	5	38	6	34	1	8	1	-----	7	16
Laundry worker.....	8	7	-----	-----	3	6	3	-----	-----	-----	-----	1	2	-----
Elevator operator.....	4	23	1	1	3	4	-----	10	-----	1	-----	3	-----	4

The differences in occupation have considerable effect on hours, more than three-fifths of the white women, in contrast to less than three-tenths of the Negroes, having a schedule of 54 or more hours. Eighty-seven of the 134 white women in the waitress group (only 8 Negroes were so employed) had a week of such length, as had all but 6 of the 53 kitchen employees. The 120 maids and linen-room girls, 99 of them Negroes, were 70 percent on a week of 40 to 48 hours; only 33 exceeded 48 hours.

An order issued by the Industrial Welfare Commission in 1919 and still in force allows a schedule of work for hotel and restaurant employees of 54 hours, 6 days, a week. The study made by the Women's Bureau in 1922 revealed a large number of women working on more days than this order allowed. At that time almost three-fifths exceeded a 6-day week, but in 1932 not quite one-fifth did so.

Occupation	Number of women in 1932 with schedule of—	
	6 days a week	7 days a week
Total.....	293	52
Waitress, bus girl, counter girl.....	123	5
Kitchen employee.....	49	4
Maid, linen-room girl, housekeeper.....	88	38
Laundry worker.....	13	-----
Elevator operator.....	20	5

The number of hours of work required per day varied from less than 5 to 11, but days shorter than 7 hours or longer than 9 were comparatively rare.

Contrary to the practice often found in hotels and restaurants of irregular daily hours, most of the women—91.8 percent of the white and 88.3 percent of the Negro—worked the same hours every day. Some did not, however, and for these it is impossible to tabulate satisfactorily daily hours or any facts relating to the day's work by using the individual worker as a unit. For each woman, therefore, each day's work has been taken as a unit, calling it an employee-day. Ordinarily the total is 6 or 7 times the number of women.

There was a total of 2,146 employee-days for which the scheduled daily hours were known; 1,127 of these were worked by white women and 1,019 by Negro women. Only 3 percent of the white and 1.7 percent of the Negro employee-days called for more than 9 hours of work.

A much larger proportion of the whites' employee-days (71 percent) than of the Negroes' (31.8 percent) exceeded 8 hours, due to the differences in occupation.

For both white and Negro employees doing kitchen work, the great majority of employee-days were 9 hours long. However, more of the Negroes were employed as maids and linen-room girls than in any other occupation, and 87.1 percent of the employee-days of this group were of 7 to 8 hours. Waitresses and bus and counter girls, who comprised by far the largest group of white workers, were scheduled to work 9 hours in 68 percent of the cases.

TABLE 15.—Length of workday, by occupation

Scheduled daily hours of work	Employee-days ¹ for—													
	All occupations				Waitresses, bus girls, counter girls		Maids, linen-room girls, house-keepers		Kitchen employees		Laundry workers		Elevator operators	
	White		Negro		White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
	Number	Percent	Number	Percent										
Number of employee-days ¹ reported	1,127	100.0	1,019	100.0	779	48	134	621	156	166	36	42	22	142
Less than 5	20	1.8	7	0.7	20			3		2				2
5, less than 6			16	1.6				7		2				7
6, less than 7	19	1.7	34	3.3	1		7	19					11	15
7, less than 8	79	7.0	286	28.1	24		31	217	6	18	36			33
8	209	18.5	352	34.5	102		83	324	6	23	18			5
Over 8, less than 9	75	6.7	52	5.1	75	12		33						7
9	691	61.3	255	25.0	530	36	6	18	144	132		6	11	63
Over 9, less than 10	21	1.9	7	.7	14		7			7				
10	13	1.2	3	.3	13									3
11			7	.7										7

¹ Days on which work is done during the week, multiplied by number of women at work; for example, 10 women working 6 days would aggregate 60 employee-days.

Though the majority of workers were on a uniform daily schedule, most of them had their working hours broken by 1 or 2 periods off duty. More than half the Negro maids worked on unbroken shifts, except for lunch, and the rest had one period of over an hour off duty.

Almost three-tenths of the waitresses worked unbroken shifts, but the rest of them, as well as the majority of the white kitchen workers and all the 4 white and 23 Negro elevator girls, had their work periods broken by time off during the day.

This means that the spread of hours, the time between first going on duty and ending work for the day, may be considerably in excess of the number of hours actually on duty. The inconvenience of having a workday spread over an excessive number of hours is readily understood, and most women prefer to do their work all in one stretch except for the usual lunch recess. Local practices and the needs of customers generally are responsible for the long spread of hours.

The following summary shows the distribution of workdays by spread of hours.

Daily spread of hours	Employee-days for—			
	White workers		Negro workers	
	Number	Percent	Number	Percent
Total.....	1,115	100.0	1,006	100.0
Less than 8.....	54	4.8	113	11.2
8, less than 9.....	102	9.1	286	28.4
9.....	263	23.6	340	33.8
10, less than 12.....	259	23.2	150	14.9
12 and more.....	437	39.2	117	11.6

On about two-fifths (39.2 percent) of the employee-days of white women the spread of hours was 12 or longer.

When the spread is considered for the various occupations, it is apparent that among the white workers in large groups the waitresses had the largest proportion of days with a spread amounting to 12 hours or more, and among the Negro women, elevator operators, and kitchen help had the largest proportions. Kitchen workers, both white and Negro, had by far the largest proportion of days with a long spread of hours.

TABLE 16.—*Spread of hours, by occupation*

[Percent not computed where base less than 50]

Spread of hours	Employee-days for—															
	Waitresses, bus girls, counter girls			Maids, linen-room girls, housekeepers				Kitchen employees				Laundry workers		Elevator operators		
	White		Negro, number	White		Negro		White		Negro		White, number	Negro, number	White, number	Negro	
	Number	Percent		Number	Percent	Number	Percent	Number	Percent	Number	Percent				Number	Percent
Total.....	767	100.0	48	134	100.0	614	100.0	156	100.0	160	100.0	36	42	22	142	100.0
Less than 8.....	31	4.0	-----	12	8.9	53	8.6	-----	-----	4	2.5	-----	-----	11	56	39.4
8, less than 9.....	34	4.4	-----	44	32.8	244	39.7	6	3.8	-----	-----	18	36	-----	6	4.2
9.....	177	23.1	-----	44	32.8	310	50.5	24	15.4	23	14.4	18	-----	-----	7	4.9
10, less than 12.....	156	20.3	42	13	9.7	-----	-----	90	57.7	102	63.7	6	-----	-----	-----	-----
12 and more.....	369	48.1	6	21	15.7	7	1.1	36	23.1	31	19.4	-----	-----	11	73	51.4

A comparison of the distributions of employee-days according to hours of work and spread of hours gives an indication of the differences between the two. For example, just over two-thirds of the employee-days of white dining-room workers had 9 actual working hours, but almost one-half of the employee-days had a spread of hours of 12 or more.

Number of hours	Employee-days for white waitresses, bus girls, counter girls			
	With hours of work as specified		With spread of hours as specified	
	Number	Percent	Number	Percent
Total.....	779	100.0	767	100.0
Less than 8.....	45	5.8	31	4.0
8, less than 9.....	177	22.7	34	4.4
9.....	530	68.0	177	23.1
Over 9, less than 10.....	14	1.8		
10, less than 12.....	13	1.7	156	20.3
12 and more.....			369	48.1

Part VII.—WOMEN IN THE TELEPHONE INDUSTRY

For 489 operators employed by the one large telephone company in the State, earnings were secured for the last half of October 1932, and for 491 women earnings for the same half-month's period in 1931 were reported. As is customary in this industry, employees (all white) were paid twice a month, a full half-month of work consisting of 13 days of 8 hours.

In 1932, because of a decreased volume of work and for the sake of equitable distribution of the work available, shorter weekly hours were worked by the entire force of employees. As a result of this, the number of women who worked 13 and 14 days during the half-monthly period in 1932 was negligible in comparison with the proportion who worked such time in the corresponding half-monthly period in 1931. Conversely, a much larger proportion in 1932 than in 1931 worked on 8 and less than 13 days. The proportions who worked on less than 8 days were similar for the 2 years.

Days worked in half-monthly period	Women				Median earnings	
	1932		1931		1932	1931
	Number	Percent	Number	Percent		
Total.....	489	100.0	491	100.0	\$30.90	\$38.60
Less than 8.....	30	6.1	23	4.7	(¹)	(¹)
8, less than 13.....	441	90.2	139	28.3	31.05	33.65
13, 13½, and 14.....	18	3.7	329	67.0	(¹)	40.60

¹ Not computed; base less than 50.

² A few women worked on 15 days during this period in 1931; none worked so long in 1932.

Though basic rates apparently had not been reduced, the reduction in hours of work naturally affected earnings. In 1931, before the reduction in hours took place, the median earnings were \$38.60 for the half-monthly period for which these data were obtained, and they were \$30.90 for the corresponding period in 1932.

In the earlier year one-fourth (24.6 percent) of the women worked on 13 days, and their median earnings were \$39.05; over one-third (34.8 percent) worked on 14 days, and their median earnings were \$42.70. For those who worked less than 13 days, and they comprised about one-third of the total number, the median earnings were \$32.45. For the women working on 8 but less than 13 days the median was \$33.65.

In comparison with 67 percent in 1931, only 3.7 percent in 1932 worked on as many as 13 days. The great majority worked on 9, 10, and 11 days, and for these workers the median earnings in 1932 were \$27.60, \$31.40, and \$34, respectively.

However, even with the reduction in hours, which amounted quite generally to furloughs of from 4 to 6 days a month, earnings were higher than in any of the industries discussed in the preceding section. The semimonthly median earnings for all the workers converted into a weekly sum would amount to about \$14.25, which is somewhat higher than the median of a week's earnings in the industries discussed in the preceding section, where the highest, that in general mercantile stores, was \$12.90.

In Little Rock in 1931, where more than three-fourths (78.6 per cent) of the operators worked on 13 days or more, the median earnings for the entire group were \$40.85; and in 1932, when none worked on as many as 13 days, the median earnings were \$31.15, almost \$10 less. Here also the median of the week's earnings was higher in the telephone industry than in any other of the industries included in this survey.

It is the custom in this telephone company to pay time and one-half for Sunday work, and in both years most of the workers were reported as doing some Sunday work.

Year	Number of workers	Median earnings per week	Percentage of workers working 13 days or more
1931	1,000	\$40.85	78.6
1932	1,000	\$31.15	0

The median earnings for the telephone operators in Little Rock in 1931 were \$40.85 per week, or \$14.25 per week converted from a semimonthly basis. In 1932 the median earnings were \$31.15 per week, or \$10.38 per week converted from a semimonthly basis. The median earnings for all the workers in the telephone industry in Little Rock in 1931 were \$14.25 per week, and in 1932 they were \$10.38 per week. The median earnings for all the workers in the telephone industry in Little Rock in 1931 were \$14.25 per week, and in 1932 they were \$10.38 per week. The median earnings for all the workers in the telephone industry in Little Rock in 1931 were \$14.25 per week, and in 1932 they were \$10.38 per week.

Part VIII.—UNEMPLOYMENT AMONG 288 WOMEN WORKERS IN LITTLE ROCK

The industrial depression in the United States has caused severe hardship to all groups of wage earners and women workers have had their share of it. They have experienced unemployment in long weeks of idleness as well as in employment that is only part time or very irregular. Able to get jobs at times when the men in their families could find nothing to do, they have assumed entire responsibility for the financial support of their households. The significance of unemployment to workers, whether it be complete idleness or part-time work, is that a corresponding decrease in earnings results. To hundreds of thousands of persons the effects of such curtailment in earnings during the depression has had very serious results. Those whose incomes in better times were sufficient for something more than the bare necessities, during prolonged unemployment have lost the homes they were buying, have used up their savings, or have had to give up other types of security for old age, such as insurance policies. Others have had to scale down their standards of living to the very minimum. Retrenchments by many households in the amount and kind of food have seriously endangered their health, and moving into poorer or more crowded quarters, which has been a necessity in many families, has shattered the standard of living of which Americans always have been proud.

FACTS ABOUT THE WOMEN

To find out in detail to what extent women workers and their families in Arkansas have been affected by unemployment and decreased earnings was one of the reasons for making this study.

The information on earnings in another section of this report gives only a partial picture of the economic conditions of the workers throughout the State. The wage data represent only 1 week in the year in which, agents agree, very possibly more than the average amount of full time was worked, and as a full week the income cannot be considered average for the year. In other words, even if a woman was employed throughout the year, the actual amounts she received in wages week by week frequently would be much less than the amount reported for the week for which pay-roll records were taken.

There is no source to which to go except the women themselves to find out the full extent of their unemployment or the financial responsibilities they carry.

This part of the survey was confined to Little Rock, and to secure the facts that were wanted Women's Bureau agents interviewed the women in their homes. More consideration was given to those whose jobs were or had been in manufacturing than to any other occupational group. Garments were the outstanding product of the factories in Little Rock, and therefore the majority of workers interviewed repre-

sented that industry. Clerical workers and those in domestic service were interviewed only when they had done factory or laundry work or had been employed in stores earlier in the year. No one was interviewed who had not worked at some time in the year ended December 1, 1932, which was the period for which information was secured. Women were interviewed in a house-to-house canvass of the sections of the city in which they were known to be living.

All told, 288 women were reached in this way, and including the 32 who lived independently they represented 234 households. In a few households more than one woman was interviewed. The women reporting ranged in age from 16 to over 60 years. Almost half (47.1 percent) were 20 and under 30 years, and just over one-third gave their ages as 30 and under 40 or 40 and under 50. Girls under 20 comprised only a small proportion (11.2 percent), probably due in part to single women whose families lived elsewhere having gone home when they became unemployed, and even fewer women were as much as 50.

More than three-tenths (31.6 percent) of the women were married and living with their husbands, and just over half of these had children. About one-fifth of the total were mothers in households where there was no father. Almost three-tenths were daughters of the household, practically all single. Only 32 of the 288 women were living independently.

Employment status December 1, 1932

As expected, unemployment was a serious problem in the lives of these women. On December 1, 1932, a very large proportion (49.7 percent) either were unemployed for industrial reasons or were employed only part time, that is, the short day or short week caused by slack business.

TABLE 17.—*Employment status of 288 women, Dec. 1, 1932, by industry*

Industry (present or last job)	Total number of women	At work	Not at work for industrial reasons
Total—Number	¹ 288	174	103
Percent	100.0	60.4	35.8
Manufacturing:			
Garments	² 177	91	77
Textiles	2	2	—
Food	47	4	2
Paper products	2	1	1
Other	9	6	3
Domestic and personal service:			
Hotels and restaurants	9	3	6
Laundries and dry cleaners	36	31	4
Housework and other	5	4	1
Sales	37	28	9
Other	4	4	—

¹ 11 were unemployed for personal reasons.
² 40 were part-time workers.

³ 9 were unemployed for personal reasons.
⁴ 1 was unemployed for personal reasons.

TABLE 18.—Duration of unemployment of 103 women since last lay-off

Months unemployed since last lay-off	Women unem- ployed for indus- trial reasons	Women whose last job was in—				
		Manufacturing		Domestic and personal service		Sales
		Total	Gar- ments	Total	Laun- dries and dry cleaners	
Total.....	103	83	77	11	4	9
Less than 1.....	54	47	45	4	1	3
1, less than 2.....	31	27	25	3	2	1
2, less than 3.....	5	4	4	—	—	1
3, less than 4.....	5	2	1	3	1	—
4, less than 5.....	3	2	2	—	—	1
5, less than 6.....	3	—	—	1	—	2
9, less than 10.....	1	—	—	—	—	1
11, less than 12.....	1	1	—	—	—	—

Two-fifths (39.6 percent) of the 288 women were entirely without work, and of these only 11 were out of work for personal reasons. Of the 103 who were laid off 52.4 percent had been out of work less than a month and 30.1 percent 1 but less than 2 months. All but 2 of the remaining 18 had been out less than 6 months.

TABLE 19.—Employment status of 288 women, Dec. 1, 1932, by age

Age (years)	Total number of women	At work			Not at work		
		Total	Full time	Part time	Total	Industrial reasons	Personal reasons
Total.....	288	174	134	40	114	103	11
Total reporting.....	278	168	131	37	110	99	11
16, under 20.....	31	21	16	5	10	9	1
20, under 25.....	72	46	38	8	26	25	1
25, under 30.....	59	37	31	6	22	20	2
30, under 40.....	49	29	18	11	20	19	1
40, under 50.....	45	22	17	5	23	19	4
50, under 60.....	18	11	9	2	7	6	1
60 and over.....	4	2	2	—	2	1	1
Not reporting.....	10	6	3	3	4	4	—

TABLE 20.—Employment status of 288 women, Dec. 1, 1932, by relation to household

Relation to household	Total number of women	At work		Not at work	
		Full time	Part time	Industrial reasons	Personal reasons
Total—all reporting.....	288	134	40	103	11
Wife ¹	45	15	8	20	2
Mother ²	57	25	5	24	3
Wife and mother ³	46	19	7	16	4
Daughter.....	85	46	16	22	1
Sister.....	19	7	2	10	—
Other relation.....	4	3	1	—	—
No relation (adrift).....	32	19	1	11	1

¹ With husband but no children. ² With children but no husband. ³ With husband and children.

Somewhat more of the women who were out of work for industrial reasons than of those who had jobs at the time—26.3 percent as compared to 20.8 percent—were 40 years old or more. Also, daughters had a smaller proportion of their number unemployed than had any of the others.

More than three-fifths (61.5 percent) of the women interviewed were garment workers. Almost half of these (48.6 percent) were unemployed, most of them for industrial reasons.

Extent of unemployment in year ended December 1, 1932

For many of the women interviewed the year ended December 1, 1932 was one of very little employment. All but 28 of them had worked in only one industry during the year. Only 13 of the garment workers had been in any but the garment industry, and all the laundry workers and all but 3 of the saleswomen had been employed in one industry only. For 10 of the 28 who had worked in more than one industry the lines were manufacturing and domestic and personal service.

TABLE 21.—Duration of employment in year ended Dec. 1, 1932, by industry—
260 women who had worked in one industry only

Number of months employed in year ended Dec. 1, 1932	Women who worked in only one industry						
	Total	Manufacturing		Domestic and personal service		Sales	Other
		Total	Garments	Total	Laundries and dry cleaners		
Total.....	260	177	164	45	36	34	4
Less than 1.....	5	3	2			2	
1, less than 2.....	7	6	5			1	
2, less than 3.....	19	16	13	1	1	2	
3, less than 4.....	17	15	15	1		1	
4, less than 5.....	8	7	7	1			
5, less than 6.....	8	7	6				
6, less than 7.....	17	13	12	1		1	
7, less than 8.....	15	10	8			3	
8, less than 9.....	30	28	28	2	1	4	1
9, less than 10.....	22	19	19	3	3		
10, less than 11.....	36	30	30	3	3	3	
11, less than 12.....	31	18	17	6	5	7	
12.....	45	5	2	27	23	10	3

This report is concerned primarily with the employment conditions of women in the garment industry in Little Rock, and it includes a much larger sample of such women than of any others. This was done at the request of the commissioner of labor, one of the persons who requested that the study be made, for he was of the opinion that unemployment was especially serious among workers in the clothing industry. Though in the course of the home visiting some workers in laundries and stores were interviewed, they constitute too small a sample to be representative, and in making a comparison with the garment industry this should be kept in mind.

Duration of employment in year ended December 1, 1932

Only 2 of the garment workers reporting on time worked had been employed in all 12 months of the previous year, and for 1 of these it

had not been full-time work. Of the 162 who had worked less than 12 months, only 5 had been out of work for personal reasons. Many of the women had had work during only a few months of the year. For 29.3 percent of them employment had lasted less than 6 months, and for 21.3 percent less than 4 months. Seven-tenths of them (70.1 percent) had been employed less than 10 months.

Though the survey included so small a sample of laundry workers and saleswomen, the fact that 23 of the 36 laundry workers and 10 of the 34 saleswomen who reported were employed in 12 months of the year is indicative of the contrast in employment conditions between these and certain other industries.

Extent of part-time employment in year ended December 1, 1932

In addition to the fact that their periods of employment were very short, for many women a large part of the time they were employed was irregular, the number of hours per day or per week being much curtailed. This must not be lost sight of in this discussion of duration of employment.

Only 29 garment workers had had no part time during their employed periods in the past year. One of these had worked the entire 12 months, but 20 of them had been employed less than 6 months.

Of the 116 women in the garment industry who had had work in 6 or more months of the year, all but 9 had had some part time. Half of them (50.9 percent) had had between 3 and 5 months of part-time work. Eighty percent (80.3) of the women who had worked 9 and less than 12 months had had 3 or more months in which they worked part time, and almost two-fifths (37.9 percent) had had between 4 and 5 months of part-time work. Even among the 48 who had worked less than 6 months of the year, more than half had had some part time. Eleven had had between 2 and 3 months of it.

Though a much smaller proportion of the other workers than of those in the garment industry had been on part time, many women had done part-time work a good deal of the time they had been employed. Almost 40 percent of those who had worked 9 months or more had been on part time at least 8 months. Ten of the 43 who reported 12 months of work reported also that this was part-time work.

TABLE 22.—Number of months employed, by number of months on part time—year ended Dec. 1, 1932

Months employed	All women	Women having no part time	Women reporting duration of part-time employment													
			Total having part time	Less than 1 month	1, less than 2 months	2, less than 3 months	3, less than 4 months	4, less than 5 months	5, less than 6 months	6, less than 7 months	7, less than 8 months	8, less than 9 months	9, less than 10 months	10, less than 11 months	11, less than 12 months	12 months
ALL WOMEN																
Total.....	288	75	213	19	21	35	36	36	19	9	7	7	5	4	5	10
Less than 3.....	34	14	20	10	4	6	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
3, less than 6.....	39	17	22	3	5	10	4	-----	-----	-----	-----	-----	-----	-----	-----	-----
6, less than 9.....	72	12	60	1	5	11	18	10	9	1	4	1	-----	-----	-----	-----
9, less than 12.....	98	14	84	5	6	7	13	26	9	5	3	3	-----	-----	-----	-----
12.....	45	18	27	-----	1	1	1	-----	1	3	-----	3	2	3	2	10
WOMEN IN GARMENT INDUSTRY ONLY																
Total.....	164	29	135	12	10	27	28	33	16	5	3	1	-----	-----	-----	-----
Less than 3.....	20	7	13	8	3	2	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
3, less than 6.....	28	13	15	1	3	9	2	-----	-----	-----	-----	-----	-----	-----	-----	-----
6, less than 9.....	48	4	44	1	3	9	14	8	8	-----	1	-----	-----	-----	-----	-----
9, less than 12.....	66	4	62	2	1	6	12	25	8	5	2	1	-----	-----	-----	-----
12.....	2	1	1	-----	-----	1	-----	-----	8	-----	-----	-----	-----	-----	-----	-----
WOMEN IN OTHER INDUSTRIES ¹																
Total.....	124	46	78	7	11	8	8	3	3	4	4	6	5	4	5	10
Less than 3.....	14	7	7	2	1	4	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
3, less than 6.....	11	4	7	2	2	1	2	-----	-----	-----	-----	-----	-----	-----	-----	-----
6, less than 9.....	24	8	16	-----	2	2	4	2	1	1	3	1	-----	-----	-----	-----
9, less than 12.....	32	10	22	3	5	1	1	1	1	-----	1	2	2	3	2	-----
12.....	43	17	26	-----	1	-----	1	-----	1	3	-----	3	3	1	3	10

¹Includes a few garment workers having other employment.

A slightly different but not so complete picture of the employment experience of these women is revealed in the number of months they actually worked full time, unrelated to the over-all period of employment. The summary following shows that only 18 of the 288 women, 13 of them in laundries or stores, had been employed full time for the entire 12-month period. Ten percent had had no full time during the year. Over one-half (52.1 percent) had worked full time for less than 6 months; about three-fourths (74 percent) had had less than 9 months of it.

Number of months employed full time in year ended Dec. 1, 1932	Number of women
Total	288
Less than 1	8
1, less than 2	19
2, less than 3	23
3, less than 4	45
4, less than 5	26
5, less than 6	29
6, less than 7	33
7, less than 8	16
8, less than 9	14
9, less than 10	8
10, less than 11	8
11, less than 12	11
12	18
No full time	30

As already stated, only 1 of the 164 women in no employment but the garment industry had worked full time for the entire year and only 10 had had as much as 9 months of full-time work. Three had had no full time and 3 others had had less than 1 month.

Of the 36 laundry workers, 14 had had no full time. Irregularity of hours is not a new situation in this industry, however, and it is not surprising that only 7 of the women had worked full time the year around.

TABLE 23.—Duration of full-time employment in year ended Dec. 1, 1932, by industry—260 women who had worked in one industry only

Number of months in which full time was worked in year ended Dec. 1, 1932	Women who worked in only one industry						
	Total	Manufacturing		Domestic and personal service		Sales	Other
		Total	Garments	Total	Laundries and dry cleaners		
Total	260	177	164	45	36	34	4
Less than 1	8	4	3			4	
1, less than 2	17	14	12	1	1	2	
2, less than 3	21	20	17			1	
3, less than 4	40	34	33	4	3	2	
4, less than 5	22	20	19	1	1	1	
5, less than 6	24	22	21	4	3	1	
6, less than 7	31	25	25	2	2	2	
7, less than 8	15	11	11	2	1		1
8, less than 9	12	10	10	2	2		
9, less than 10	6	4	4				
10, less than 11	6	3	3				
11, less than 12	11	3	2			3	
12	18	1	1	10	7	5	1
No full time	29	6	3	15	14	6	2

Of the 34 saleswomen with no other employment 6 had had only part-time work, but 6 others had had 12 months and 5 had had 11 and under 12 of full-time work. In this industry also the employment of part-time workers has not arisen for the first time during the depression, Saturdays and special sales periods always calling for an extra sales force, but there are indications that more saleswomen than formerly are working short hours. In some cases this is resorted to as a way of avoiding lay-offs; that is, the work is spread so that it is shared by all employees.

Duration of unemployment in year ended December 1, 1932

In addition to losing a great deal of employment through undertime and irregular hours caused by conditions in the industry, the amount of time actually without employment made the problem of reduced earnings a very serious one for many women. Eighty percent of all of them and practically 96 percent of the garment workers had been out of work at times for an industrial reason.

For all women and for the garment workers the amount of time lost for industrial reasons is summarized in the following:

Number of months lost for industrial reasons	All workers	Garment workers
Total reporting.....	288	164
Number who lost time for industrial reasons.....	230	157
Less than 1.....	23	8
1, less than 2.....	45	39
2, less than 3.....	37	30
3, less than 4.....	35	27
4, less than 5.....	31	22
5, less than 6.....	14	7
6, less than 7.....	10	5
7, less than 8.....	12	7
8, less than 9.....	4	-----
9, less than 10.....	10	7
10, less than 11.....	5	4
11, less than 12.....	4	1
No time lost for industrial reasons.....	58	7
Employed 12 months.....	45	2
Time lost for personal reasons only.....	13	5

Almost two-thirds (64.3 percent) of all the women and three-fourths (75.2 percent) of the garment workers had been idle for 1 and less than 5 months, 4 in 5 of them for 3 or 4 months.

When it is realized that the employment experience of these women may have been duplicated by other persons in the same households, the extent to which total earnings declined and the reductions in living standards that must have been necessary are easily understood.

Average weekly earnings in 1932 compared with 1931

As would be expected, earnings during the period under discussion were in line with the great amount of unemployment and part-time work experienced by these women, and they reported that they had earned less in 1932 than in 1931. This agreed with the comparison of pay-roll figures for a representative week in each of the 2 years discussed earlier in this report. On the whole, median earnings were less in 1932 than they had been in 1931.

TABLE 24.—Time employed and time unemployed for industrial reasons in year ended Dec. 1, 1932

Months employed	All women	Number losing no time for industrial reasons	Women reporting time unemployed for industrial reasons												
			Total losing time for industrial reasons	Less than 1 month	1, less than 2 months	2, less than 3 months	3, less than 4 months	4, less than 5 months	5, less than 6 months	6, less than 7 months	7, less than 8 months	8, less than 9 months	9, less than 10 months	10, less than 11 months	11, less than 12 months
ALL WOMEN															
Total.....	288	58	230	23	45	37	35	31	14	10	12	4	10	5	4
Less than 3.....	34	1	33	1	1	3	6	1	2	4	1	5	5	4	
3, less than 6.....	39	2	37	3	2	3	3	4	2	4	8	3	5		
6, less than 9.....	72	4	68	3	2	9	18	21	11	4					
9, less than 12.....	98	6	92	16	41	24	11								
12.....	45	45													
WOMEN IN GARMENT INDUSTRY ONLY															
Total.....	164	7	157	8	39	30	27	22	7	5	7		7	4	1
Less than 3.....	20	1	19			1	2	5	1	1	2		2	4	1
3, less than 6.....	28	2	26	2	2	3	2	3	2	2	5		5		
6, less than 9.....	48	1	47	2	2	8	15	14	4	2					
9, less than 12.....	66	1	65	4	35	18	8								
12.....	2	2													
WOMEN IN OTHER INDUSTRIES ¹															
Total.....	124	51	73	15	6	7	8	9	7	5	5	4	3	1	3
Less than 3.....	14		14	1			1	1		1	2	1	3	1	3
3, less than 6.....	11		11	1			3	1		2	3	3			
6, less than 9.....	24	3	21	1		1	3	7	7	2					
9, less than 12.....	32	5	27	12	6	6	3								
12.....	43	43													

¹ Includes a few garment workers having other employment.

Reports of average weekly earnings in 1931 and in 1932 were not available for all the 288 women. Some of them had not been employed in 1931 and others were not able to recall their earnings. However, it was possible for 189 women, 109 of whom were operators in the garment industry, to report their usual earnings in the 2 years.

The medians of the usual earnings of these 189 women were \$8.70 for 1931 and \$6.45 for 1932, a decrease of \$2.25. Some women reported that they averaged less than \$5 a week in both years, but in general the number whose average fell in the very lowest earnings groups was much larger in 1932 than in 1931. Over three times as many averaged less than \$5 in 1932 as had such an average in 1931. Further, whereas only 12.7 percent averaged less than \$6 in 1931, 40.2 percent reported earnings of as little as this in 1932.

All but 10 of the women who had worked exclusively in the garment industry in both years had worked also in but one firm. For the 99 who had been employed in the same firm in both years, median earnings had declined from \$8.20 in 1931 to \$6.15 in 1932. Inasmuch as the pay-roll records for the weeks taken as representative in 1931 and 1932 in garment firms throughout the State showed a slight increase in the later year, either the pay-roll week in 1932 was above the average or the interviewed women were somewhat below. Probably the representative earnings for women in the garment industry fell somewhere between the two figures.

In the garment industry, as for the total number of women, there were more whose average earnings were in the lower wage groups in 1932 than in 1931. Almost three times as many averaged less than \$5, and twice as many averaged \$5 and under \$6. The proportion whose usual earnings were below \$7 was just over one-third in 1931, but was just over two-thirds in 1932.

TABLE 25.—Usual weekly earnings in 1932 and in 1931, as reported by 189 women

Usual weekly earnings	1932		1931	
	Number	Percent	Number	Percent
ALL INDUSTRIES				
Total.....	189	100.0	189	100.0
Less than \$5.....	36	19.0	11	5.8
\$5, less than \$6.....	40	21.2	13	6.9
\$6, less than \$7.....	39	20.6	24	12.7
\$7, less than \$8.....	23	12.2	18	9.5
\$8, less than \$9.....	15	7.9	40	21.2
\$9, less than \$10.....	9	4.8	20	10.6
\$10, less than \$15.....	20	10.6	46	24.3
\$15 and more.....	7	3.7	17	9.0
GARMENTS				
Total.....	109	100.0	109	100.0
Less than \$5.....	26	23.9	9	8.3
\$5, less than \$6.....	22	20.2	11	10.1
\$6, less than \$7.....	28	25.7	18	16.5
\$7, less than \$8.....	14	12.8	12	11.0
\$8, less than \$9.....	9	8.3	25	22.9
\$9, less than \$10.....	6	5.5	8	7.3
\$10, less than \$15.....	4	3.7	25	22.9
\$15 and more.....			1	.9

FACTS ABOUT THE HOUSEHOLDS IN WHICH THE WOMEN LIVED

Many of the women interviewed were carrying heavy responsibility for the rest of the household. In numerous instances the meager earnings of one woman were the only source of family income where normally the burden of supplying food and shelter was shared. Others were out of work and not able to pay their usual share of the family expenses. In many households the income was insufficient for the barest necessities, and a large number had been forced to accept assistance from some outside source for the first time in their lives.

Composition of households

In this survey only 32 women were interviewed who lived alone. Of the other households, some had as few as 2 members and 1 had as many as 14. Only 8 households had more than 8 members, 2-person and 4-person families being most common.

Most of the households (69.2 percent) had some members who normally were not employed. In 125 cases (53.4 percent) there were children under 16; in 24 (10.3 percent) there were young persons of 16 or more who though able and desirous to work, had not succeeded in finding work after leaving school.¹ In some there were adults not normally employed, wives or mothers who kept house or adults incapacitated for work.

TABLE 26.—Number of households with children, young persons, or adults not normally employed, by size of household

Number of persons in household	Total households	Households with persons not normally employed	Households in which persons not normally employed were—				
			Children under 16		Young persons able and desirous to work		Other persons 16 and over
			Number of households	Number of children	Number of households	Number of persons	Number of persons
Total.....	234	162	125	234	24	26	130
1.....	32	17	6	6	4	4	7
2.....	46	21	16	17	3	3	8
3.....	27	21	30	46	5	5	24
4.....	46	43	30	38	5	7	22
5.....	32	30	25	36	1	1	27
6.....	20	20	18	29	3	3	14
7.....	12	12	12	10	1	1	14
8.....	11	11	10	31	2	2	14
9 or more.....	18	8	8	31	2	2	14

¹ 9 persons, 2 households; 10, 2; 12, 3; and 14, 1.

Besides the 32 women living independently, there were 40 households in which all the members normally were wage earners. Families with 1 or 2 persons normally not employed were most common (44.9 percent of all the households), and they were chiefly the smaller households. Almost one-tenth (9 percent) had 3 persons not normally employed and a slightly smaller proportion (8.1 percent) had 4

¹ The information was asked for as of December 1.

members who normally did not contribute to the family income. The remainder (7.3 percent) had from 5 to 8 persons who were dependent for their support on the rest of the household.

TABLE 27.—*Number of persons normally not employed, by size of household*

Number of persons in household	Total households	Households with persons normally not employed	Households with specified number of persons normally not employed						Households with no persons normally not employed	
			1	2	3	4	5	6		8
Total.....	234	162	52	53	21	19	11	5	1	72
1.....	32	-----	-----	-----	-----	-----	-----	-----	-----	32
2.....	46	17	17	-----	-----	-----	-----	-----	-----	29
3.....	27	21	14	7	-----	-----	-----	-----	-----	6
4.....	46	43	14	26	3	-----	-----	-----	-----	3
5.....	32	30	5	13	12	-----	-----	-----	-----	2
6.....	20	20	1	5	5	7	2	-----	-----	-----
7.....	12	12	-----	2	-----	8	2	-----	-----	-----
8.....	11	11	1	-----	1	4	4	1	-----	-----
9 or more.....	8	8	-----	-----	-----	-----	3	4	1	-----

In a fairly large proportion of the families there were no males of 16 years and over. Thirty of the households of 2 or more persons had no men, and in 41 all the persons normally employed were women.

Number employed December 1 in comparison with number normally employed

Each of the 234 households had at least 1 person who normally would be employed, but at the time of the survey there were 55 where no one at all was at work and 112 others where fewer than the usual number had jobs. In fact, there were only 67 households (28.6 percent) with the usual number of wage earners actually at work; only 47, if the women living alone are not included.

In families of 2 or more persons with only 1 at work a woman was the worker in 61 cases and a man in 23. In addition to the 32 women living alone there were 29 households that ordinarily had 1 employed person, the majority of which were families of 2 members. Households in which 2 persons were employed ordinarily were most numerous, the majority of these having either 2 or 4 members. Disregarding the 32 women living independently, at the time of the study there were 55 more families with only 1 person employed than was the case normally. Further, whereas normally there were 91 households with 2 wage earners, at the time specified only 57 households had 2. In the 51 that normally had 3 wage earners to rely on, at the time specified 23 had only 2, 17 had only 1, and 7 had no one at work. In only 4 households were all 3 of the normally employed persons at work as late as December.

TABLE 28.—Number and sex of persons normally employed, by size of household

Number of persons in household	Total households	Households with specified number of persons normally employed									
		1 person			2 persons			3 persons			
		Total	Men	Women	Total	Women only	1 man and 1 woman	Total	Women only	1 man and 2 women	2 men and 1 woman
Total.....	234	61	1	60	91	9	82	51	4	24	23
1.....	32	32		32							
2.....	46	17	1	16	29	2	27				
3.....	27	7		7	14	1	13	6		2	4
4.....	46	3		3	26	5	21	14	3	7	4
5.....	32				12	1	11	13	1	4	8
6.....	20	2		2	7		7	5		4	1
7.....	12				2		2	8		5	3
8.....	11				1		1	4		2	3
9 or more.....	8							1			1

Households with specified number of persons normally employed—Continued

Number of persons in household	Households with specified number of persons normally employed—Continued											
	4 persons				5 persons				6 persons			7 persons
	Total	1 man and 3 women	2 men and 2 women	3 men and 1 woman	Total	2 men and 3 women	3 men and 2 women	4 men and 1 woman	Total	3 men and 3 women	4 men and 2 women	3 men and 4 women
Total.....	19	4	8	7	7	5	1	1	3	2	1	2
1.....												
2.....												
3.....												
4.....	3	2		1								
5.....	5		2	3	2	2						
6.....	5	2		1	1	1	1					
7.....					2	2						
8.....	4		2	2	1		1					1
9 or more.....	2		2		1		1	3	2	1		1

TABLE 29.—Number of persons employed Dec. 1, by size of household

Number of persons in household	Total households	Number of households with specified number of persons employed Dec. 1					
		None	1	2	3	4	5
		Total.....	234	55	104	57	11
1.....	32	12	20				
2.....	46	16	22	8			
3.....	27	6	16	5			
4.....	46	9	20	13	4		
5.....	32	6	11	11	3	1	
6.....	20	1	8	7	3	1	
7.....	12	3	3	5			1
8.....	11	1	3	5	1	1	
9 or more.....	8	1	1	3		1	2

The 4 households of 8 persons each that normally had 3 persons employed, at time of survey had wage earners as follows: In 1 there was no one working, in another there was only 1 person employed, and the remaining 2 had but 2 wage earners each instead of the usual 3.

WOMEN IN ARKANSAS INDUSTRIES

TABLE 30.—Number of households with normal number of persons employed Dec. 1, by size of household

Number of persons in household	Number of households with specified number of persons normally employed									
	All households		Normally 1 wage earner		Normally 2 wage earners		Normally 3 wage earners		Normally 4 or more wage earners	
	Total	With normal number employed	Total	1 wage earner employed Dec. 1	Total	2 wage earners employed Dec. 1	Total	3 wage earners employed Dec. 1	Total	All wage earners employed Dec. 1
Total	234	67	61	38	91	23	51	4	31	2
1	32	20	32	20						
2	46	17	17	9	29	8				
3	27	9	7	6	14	3	6			
4	46	14	3	2	26	9	14	3	3	
5	32	2			12	1	13	1	7	
6	20	4	2	1	7	2	5		6	1
7	12	1			2		8		2	1
8 or more	19				1		5		13	

As would be expected, the larger the number of persons normally employed the smaller was the proportion of households with all their wage earners at work. Of the 61 households with only 1 person usually employed more than three-fifths (62.3 percent) still had 1 wage earner at time of survey, but only one-fourth (25.3 percent) of those that normally had 2 working, and only 7.3 percent of those that normally had 3 or more, were so fortunate as still to have all these employed. In a household of 14 persons with normally 4 males and 2 females at work no one at all was employed.

The table following shows the numbers of persons at work at time of survey and the numbers that normally were wage earners:

TABLE 31.—Number of persons per household normally employed and number employed Dec. 1

Number of persons normally employed	Total households	Number of households with specified number of persons at work Dec. 1					
		None	1	2	3	4	5
Total	234	55	104	57	11	4	3
1	61	23	38				
2	91	24	44	23			
3	51	7	17	23	4		
4	19		4	9	5	1	
5	7		1	1	2	2	1
6	3	1		1			1
7	2					1	1

Employment status of women and men in the households

Of the 234 households, there were 73 in which none of the normally employed wage earners were men. Women have more opportunity than men for work during a depression period. This is due in part to the effort to reduce costs of production by paying as little as possible for wages. Many women are taken on in the place of men because usually they can be hired at a lower rate. In Arkansas the proportion of normally employed persons who had jobs at time of survey was considerably greater in the case of the women than of the men.

Two households of 9 persons that normally had 4 employed—2 males and 2 females—at time of survey had only a woman working.

TABLE 32.—Number of households with normal number of women employed Dec. 1, by size of household

Number of persons in household	Total households	Households with normal number of women employed	Number of households with specified number of women normally employed							
			Normally 1 woman wage earner		Normally 2 women wage earners		Normally 3 women wage earners		Normally 4 women wage earners	
			Total	1 woman employed Dec. 1	Total	2 women employed Dec. 1	Total	3 women employed Dec. 1	Total	4 women employed Dec. 1
Total.....	234	127	174	103	43	18	15	5	2	1
1.....	32	20	32	20						
2.....	46	24	44	23	2	1				
3.....	27	17	24	14	3	3				
4.....	46	21	29	18	12	3	5			
5.....	32	20	22	14	7	3	3			
6.....	20	12	11	9	6	3	3	3		
7.....	12	6	5	2	5	3	2	1		
8.....	11	5	5	3	5	2			1	
9 or more.....	8	2	2		3		2	1	1	1

¹54.3 percent of the households had the usual number of women employed.

TABLE 33.—Number of households with normal number of men employed Dec. 1, by size of household

Number of persons in household	Total households with men 16 and over	Total households with men who normally would be employed	Households with normal number of men employed	Number of households with specified number of men normally employed							
				Normally 1 man wage earner		Normally 2 men wage earners		Normally 3 men wage earners		Normally 4 men wage earners	
				Total	1 man employed Dec. 1	Total	2 men employed Dec. 1	Total	3 men employed Dec. 1	Total	4 men employed Dec. 1
Total.....	172	161	54	111	47	36	6	12	None	2	1
2.....	30	28	13	28	13						
3.....	24	19	6	15	6	4					
4.....	38	35	18	30	17	4	1	1			
5.....	30	30	5	15	3	12	2	3			
6.....	19	18	8	13	7	4	1	1			
7.....	12	12	1	7		5	1				
8.....	11	11	1	3	1	4		4			
9 or more.....	8	8	2			3	1	3		2	1

¹33.5 percent of the households that normally employed men had the usual number employed.

In 127 of 234 (54.5 percent) of the households that normally had women wage earners were the usual number of women employed at time of survey, but in only 54 of 161 (33.5 percent) of the households that normally had men wage earners were the usual number still employed.

Further, at the time the study was made, households where the only employed person was a woman were much more numerous than those where a man was the only one carrying the responsibility. There were 61 households of at least 2 persons where a woman was the sole wage earner. Forty-five of them were households with at least two persons in addition to the woman worker. In a few of these

there were as many as 5 to 7 persons in addition to the woman wage earner; in one there were 8. The following lists show the size of the households in which the sole wage earner was a woman and of those in which only a man was employed December 1.

SOLE WAGE EARNER A WOMAN

Number of persons in household:	<i>Number of house- holds</i>
Total families.....	81
1 (woman).....	20
2.....	16
3.....	12
4.....	15
5.....	7
6.....	6
7.....	2
8.....	2
9.....	1

SOLE WAGE EARNER A MAN

Total families.....	23
2.....	6
3.....	4
4.....	5
5.....	4
6.....	2
7.....	1
8.....	1

The summary following shows that of 507 persons normally employed in the 202 households of 2 or more persons, only 262 (51.7 percent) had jobs on the first of December and only 182 (35.9 percent) of them were employed full time. Three-fifths (60.7 percent) of the women normally wage earners were employed on that date, but only two-fifths (40.5 percent) of the men. As to full-time work, only 44.6 percent of the women and as few as 25.1 percent of the men had full-time work.

Employment status	Persons	
	Number	Percent
Normally employed:		
Total.....	507	100.0
Male.....	227	44.8
Female.....	280	55.2
Employed Dec. 1:		
Total.....	262	100.0
Male.....	92	35.1
Female.....	170	64.9
Employed at full-time work:		
Total.....	182	100.0
Male.....	57	31.3
Female.....	125	68.7

One of the serious problems of a depression period such as this is the difficulty and resultant lowering of morale experienced by young people just out of school who look in vain for work. Much publicity has been given to the way in which this group of unemployables is increasing. In the homes visited in Arkansas 40 percent of the persons listed as not normally employed were at least 16 years old, and one-sixth of them had never had a job.

Effects of unemployment and decreased earnings on living standards

Reduced employment and the decreases in earnings² were making serious inroads on the standards of living of these Little Rock families, many of whose workers were or had been employed in the garment factories of the city. Families had, in many instances, moved into smaller and much less desirable quarters or gone into the homes of relatives. In many of the households visited there had been too little food much of the time.

In 144 households of 227 for which it was reported, there never had been any savings, and of the 83 that had had savings, only 13 reported them as still intact. In 41 households, savings had been used up entirely. Seven families had lost part or all of them in bank failures, and in 18 others part or all were unavailable for some other reason.

It is not to be wondered at that 125 of the households acknowledged having received some outside assistance during the year.

² See Tenth Biennial Report, Bureau of Labor and Statistics, Arkansas, 1931-32, p. 7. Thirty-seven percent of the average number of persons employed in 1929 throughout the State were unemployed in the month ending July 15, 1932, and the total pay-roll loss for the same period was 54 percent.

