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WOMEN'S HOURS AND WAGES
IN THE
DISTRICT OF COLUMBIA
IN 1937

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director

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IN 1937

By

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IN THE DISTRICT OF COLUMBIA
JULY 1971

REPORT OF THE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON, D. C. 20535



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, July 31, 1937.

MADAM: I have the honor to transmit a report on the hours and wages of women in the chief woman-employing industries of the District of Columbia in the spring of 1937. The survey was made at the request of the District Committee of the House of Representatives, and the report was sent to that committee on May 28.

I greatly appreciate the courtesy of employers in supplying the figures requested.

The survey was directed by Ethel L. Best, industrial supervisor. The report has been written by Mrs. Best and Arthur T. Sutherland. Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

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WOMEN'S HOURS AND WAGES IN THE DISTRICT OF COLUMBIA IN 1937

INTRODUCTION

[NOTE.—The telephone industry, surveyed later than the other industries, is not included in this introduction. For the findings in the telephone study see pp. 40 to 44.]

At the request of the District Committee of the House of Representatives, the Women's Bureau of the Department of Labor made a survey of the chief woman-employing industries in the District to determine the prevailing hours and wages of the women workers in the spring of 1937. The survey was conducted in March and April.

The industries surveyed were laundries; dry-cleaning plants; factories; department, ready-to-wear, and limited-price stores; beauty shops; hotels; and restaurants. Offices as such were not surveyed, but data concerning office workers in the various industries covered were secured and these have been reported separately.

About 200 establishments, selected as a representative cross section of woman-employing industries, were covered. Excepting beauty shops, a few of which had only three employees, no firm was included that employed less than five women. Pay-roll records were secured for a total of over 12,500 women. In all but a few cases the investigators received the cordial cooperation of employers.

That the past 5 years has seen great changes in the size and character of the population of the District of Columbia is common knowledge. Unfortunately only the decennial census, in its report on occupations, supplies comprehensive figures for men and women separately that indicate the industrial distribution of the two sexes. For this reason conditions in the later years of every census decade, especially if changes in employment are known to be considerable, are a matter of guesswork.

With the exception of Government service and household employment, the largest numbers of employed women in the District are in clerical work other than Government service or in the distributive trades, and the groups ranking next probably are those in hotels and restaurants. Manufacturing, telephone operating, laundry and dry-cleaning service, and beauty-shop work are other important employers of women.

Washington is not a manufacturing city, and there are few important factories. As even the census of manufactures, though taken biennially, shows employment by sex only in connection with the decennial census, the latest figures available are for the year 1929, that is, the census of 1930. However, large numbers of the small manufacturing plants are known to employ few or no women.

Scope of survey.

The scope of the survey is shown in the table following, the footnote to which explains the difference in classification between the scope table and the tables on wages and hours. More detailed tables than are presented in this report are available for examination in the office of the Women's Bureau.

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
All industries—Number.....	197	21,211	8,404	12,807
Percent.....		100.0	39.6	60.4
Laundries.....	20	3,308	981	2,327
Dry cleaning.....	7	250	120	130
Manufactures.....	17	1,461	848	613
Food products.....	7	764	620	144
Paper and paper products.....	4	291	157	134
Other manufactures.....	6	406	71	335
Stores:				
Department.....	8	7,412	2,196	5,216
Ready-to-wear.....	24	1,197	265	932
Limited-price.....	4	669	85	584
Beauty shops.....	31	364	53	311
Hotels and restaurants:				
Hotels.....	9	2,492	1,678	814
Restaurants.....	77	4,058	2,178	1,880

NOTE.—To indicate the scope of the survey and the size of the establishments visited, these figures for the various industries include all their employees, but in the wage and hour tabulations certain groups within the industries—workers in the offices of all establishments, in the laundries of stores, in the dry-cleaning departments of laundries, and in the restaurants and beauty shops of stores and of hotels—are transferred to the sections of the report that treat of these specific lines of employment.

Hours worked.

The firm's scheduled hours are those reported as the regular working week. Omitting hotels and restaurants, which have considerable numbers of women on part time, these ranged from 40 to 48, but the hours actually worked by the women were in many cases much shorter and in a few cases slightly longer. Personal reasons ordinarily cause some absence on the part of the employee, but considerable loss of time is caused by irregularity of work.

In the spring of 1937, hours of 48 per week were almost unknown in the department stores surveyed in the District of Columbia, but three-fifths of the women working in the limited-price stores worked these hours. Less than one-eighth of the laundry employees worked as long as 48 hours, but more than one-third of the women in dry-cleaning establishments had such hours. The largest proportions of women workers in department stores, laundries, factories, and the offices of the establishments surveyed worked over 40 but under 48 hours.

In factories and ready-to-wear stores more than one-third of the women employees worked less than 40 hours; in laundries about three-tenths were so reported.

Though the restaurant industry, like the others, had in most cases actual working hours of not more than 8 a day, the spread of hours—the time between beginning and ending the day's work, including idle (and unpaid) time between meals—was excessive for some

women. Cases were recorded where the interval between starting work in the morning and quitting work for the night was 14 hours or more.

Hours worked are shown for each group in the summary following. For a correlation with earnings, see the section of the report devoted to the specific industry.

Industry ¹	Percent of women who worked—			
	Under 40 hours	40 hours	Over 40 hours	48 hours and over
Laundries.....	29.3	11.0	59.6	12.2
Dry cleaning.....	16.4	10.8	72.6	36.9
Manufactures.....	35.5	17.6	47.0	8.1
Stores (exclusive of part-time workers):				
Department.....	10.0	.2	89.7	.5
Ready-to-wear.....	39.2	.9	60.0	23.7
Limited-price.....	8.6	7.3	84.1	60.9
Office work ²	12.1	1.9	86.1	³ 11.1

¹ Hours were not obtainable for beauty shops, and in hotels and restaurants the variety of shifts made the figures noncomparable.

² Only the office workers in the industries surveyed. For office workers in the telephone service, see p. 44.

³ No instance of over 48 hours.

Week's earnings.

Week's earnings varied widely from industry to industry and within the same industry. The largest proportion of the women (17 percent) earned \$12 but less than \$14 a week. In each of three 2-dollar intervals there were approximately 13 percent of the women; that is, 13 percent earned \$10 but less than \$12, \$14 but less than \$16, and \$16 but less than \$18. Another 13 percent earned less than \$8, and still another earned \$20 and more.

Practically two-thirds of the women with cash earnings below \$8 were employed in restaurants, where supplements to wages in the form of meals are customary. Beauty shops not in stores, hotel lodging departments, laundries, and manufactures paid from 9 percent to 16 percent of their women employees cash wages of below \$8 in the pay-roll week recorded.

The following table shows for each industry the number of women for whom pay-roll records were secured; the midpoint in their earnings, with half the women receiving more and half receiving less; and the earnings distribution in 2-dollar intervals.

TABLE 2.—*Week's earnings of women, by industry*

Industry	Number of women for whom payroll records were secured	Median earnings ¹ of the women	Percent of women with week's earnings of—									
			Less than \$4	\$4, less less \$6	\$6, less than \$8	\$8, less than \$10	\$10, less than \$12	\$12, less than \$14	\$14, less than \$16	\$16, less than \$18	\$18, less than \$20	\$20 and more
Total.....	² 11,349		3.4	4.1	5.4	8.5	12.8	17.0	13.6	13.0	9.1	13.2
Laundries.....	1,773	\$10.90	2.0	2.8	6.9	21.1	32.3	18.2	10.5	3.6	1.4	1.3
Dry cleaning.....	268	12.80	1.9	2.2	1.9	5.6	19.4	34.7	14.9	10.1	6.3	3.0
Manufactures.....	530	13.35	5.1	5.1	5.5	10.2	13.0	18.1	17.9	11.7	9.4	4.0
Stores (exclusive of part-time workers):												
Department.....	2,892	16.60	.6	.5	.6	1.0	4.9	14.6	18.3	26.3	15.8	³ 17.4
Ready-to-wear.....	547	18.60	1.5	.4	.5	.2	1.5	8.0	16.3	10.2	22.7	⁴ 38.8
Limited-price.....	303	12.50	1.0	.7	.7	5.3	25.4	56.1	10.9			
Beauty shops:												
In stores.....	89	19.65		3.4	1.1	2.2	1.1	5.6	12.4	10.1	15.7	⁵ 48.3
Other.....	282	17.80	2.8	3.5	2.8	3.5	7.1	11.3	11.7	8.2	7.4	⁶ 41.5
Hotels (lodging departments).....	507	11.50	4.9	1.6	4.3	21.7	19.5	27.6	4.1	8.1	3.9	4.1
Restaurants ⁸	2,382	9.45	10.3	13.8	15.8	13.9	15.6	14.2	6.3	4.7	2.1	3.4
Office workers ⁹	1,776	16.65	.7	.7	1.6	1.4	2.0	15.2	20.0	17.8	14.5	¹⁰ 26.2

¹ Half the women earned more and half earned less than the median, the form of average used throughout this report.

² Excludes part-time workers in stores, laundry workers in hotels, curb waitresses in restaurants, and telephone operators.

³ 12.3 percent at \$20 but less than \$25; 3.9 percent at \$25 but less than \$30; 1.3 percent at \$30 and more.

⁴ 20.5 percent at \$20 but less than \$25; 9.9 percent at \$25 but less than \$30; 8.4 percent at \$30 and more.

⁵ 22.5 percent at \$20 but less than \$25; 21.3 percent at \$25 but less than \$30; 4.5 percent at \$30 and more.

⁶ 24.5 percent at \$20 but less than \$25; 11.3 percent at \$25 but less than \$30; 5.7 percent at \$30 and more.

⁷ Earnings figures are based on cash wages, excluding allowance for lodgings or meals given to some employees.

⁸ Includes dining rooms and kitchens in hotels. Earnings figures are based on cash wages, excluding allowance for meals or lodging given to most employees. For curb waitresses, see p. 34.

⁹ Only the office workers in the industries surveyed. For office workers in telephone service see p. 44.

¹⁰ 16.6 percent at \$20 but less than \$25; 5.5 percent at \$25 but less than \$30; 4.2 percent at \$30 and more.

Comparison with rates fixed by former Minimum Wage Board.

During the administration of the former District of Columbia Minimum Wage Board four industries or groups of industries were covered by orders. The full-time rates set for experienced women workers in these groups were as follows: Printing, publishing, and allied industries, \$15.50; mercantile industry, \$16.50; hotel, restaurant, and allied industries, \$16.50, from which might be deducted a maximum of \$2 for a week's lodging and 30 cents for each meal supplied; and laundry and dry-cleaning industry, \$15.

In the recent survey by the Women's Bureau printing and publishing was not included, the chief reason being the existence of a union agreement between the bindery women and their employers that sets a minimum wage of \$20.50 for day workers for a week of 40 hours.

In the other minimum-wage industries, the extent to which the women's earnings in 1937 equaled or fell below the rates set by the orders of the board at various dates from 1919 to 1922 may be summarized as follows:

Industry and rate set by Board	Percent of women whose earnings in 1937 survey were—		
	Less than rate set by Board	Same as rate set by Board	More than rate set by Board
Laundries—\$15.....	89.1	1.9	9.0
Dry cleaning—\$15.....	70.1	4.9	25.0
Stores—\$16.50:			
Department ¹	45.7	8.0	46.4
Ready-to-wear ¹	30.5	6.2	63.3
Limited-price ¹	100.0		

¹ Excludes part-time workers.

The Women's Bureau study of hotels and restaurants did not correlate the meals and lodgings furnished and the cash wages paid to each individual employee. For this reason, though 88 percent of the women working in hotels and approximately 91 percent of the women working in restaurants had cash earnings of less than \$16.50 per week, it would not be accurate to state that these proportions earned less than the minimum wage, for such minimum permitted specific deductions for lodgings and meals—\$2 a week for the former and 30 cents a meal for the latter.

Hourly earnings.

When an individual's earnings for a pay period are divided by the number of hours she worked, a fair basis of comparison of rates of earnings of the workers in an industry is secured.

Among the six groups of establishments for which data as to hours actually worked were available, it is obvious that women in ready-to-wear stores had the highest hourly earnings. Two-thirds of these workers earned 40 cents an hour and more, as compared with not much more than a third of the women in department stores and less than a fifth of those in the manufacturing industries surveyed. The largest groups in laundries, dry-cleaning establishments, and limited-price stores earned 25 but less than 30 cents an hour.

Detail is given in the tabular statement that follows:

Industry ¹	Median earnings	Percent of women with average hourly earnings of—				
		Less than 25 cents	25, less than 30 cents	30, less than 35 cents	35, less than 40 cents	40 cents and more
Laundries.....	\$0.250	25.3	51.3	11.8	8.0	3.7
Dry cleaning.....	.292	8.8	41.8	28.0	12.9	8.4
Manufactures.....	.340	11.8	10.5	30.1	29.1	18.5
Stores (exclusive of part-time workers):						
Department.....	.367	2.3	12.2	19.6	30.2	35.7
Ready-to-wear.....	.440	.4	7.7	13.8	10.8	67.4
Limited-price.....	.260	8.6	85.1	6.3	—	—

¹ Data not obtainable for beauty shops, and in hotels and restaurants the variety of shifts made the figures noncomparable. Not tabulated for office workers.

LAUNDRY INDUSTRY

According to the most recent figures—those from the Census of Manufactures of 1935—there are 29 power laundries, employing 3,900 persons, in the District of Columbia. The study completed by the Women's Bureau in May 1937 includes 20 establishments with 2,925 persons.

The laundry industry, because of the character of its work, has always been especially suited to the employment of women. They mark and sort the clothes as they come into the laundry; they do hand washing on fine garments; they iron the clothes, in presses or by hand; and finally they fold and assemble the finished work. Men collect and deliver the bundles, operate the washing machines and those for drying (extractors), and assemble and wrap the heavier packages. The 2,083 women in the 20 laundries included in this study formed 71.2 percent, or nearly three-fourths, of the total number of employees.

Hours worked.

Hours worked were reported for a large majority of the women for whom pay-roll records were obtained. In the week recorded, about three-tenths of the women worked less than the 40 hours that constituted the shortest regular schedule of any firm. Two-fifths worked 40 and less than 45 hours, and almost one-eighth worked 48 hours or more. For details as to hours worked see table 3.

Week's earnings.

The most important thing to the worker is the actual money that she has to live on. This amount varies with the number of hours she actually works, with her rate of pay, the efficiency of the management, and—if on piece work—her own speed. In the present laundry study, the average of the week's earnings was \$10.90 for the entire group of 1,773 women with earnings reported. Out of these weekly earnings must come rent, food, clothing, carfare, and all other necessities.

Not far from one-eighth of the women earned less than \$8; one-fifth earned \$8 and less than \$10; and the largest group—about one-third—earned \$10 and under \$12.

Another point of view of the earnings of all women, arrived at from the figures in table 3, may be had from the cumulative percents, which are as follows:

<i>Week's earnings</i>	<i>Percent of women</i>
Less than \$6	4.7
Less than \$8	11.7
Less than \$10	32.8
Less than \$12	65.1
Less than \$14	83.3
Less than \$16	93.8
\$16 and more	6.2
\$18 and more	2.7
\$20 and more	1.3

TABLE 3.—*Week's earnings of women in laundries, by time worked*

Week's earnings	Total women		Number of women with hours worked reported	Number of women with earnings as specified who worked—							Hours worked not reported	
	Number	Percent		Less than 24 hours	24, less than 32 hours	32, less than 40 hours	40 hours	Over 40, including 44 hours	Over 44, less than 48 hours	48 hours		Over 48 hours
Total.....	1,773	100.0	1,478	51	67	314	162	396	305	137	46	295
Percent distribution.....			100.0	3.5	4.5	21.2	11.0	26.8	20.6	9.3	3.1	
Median earnings ¹	\$10.90		\$10.95	\$3.90	\$7.40	\$9.55	\$10.95	\$11.30	\$11.85	\$12.10	(²)	
Less than \$4.....	35	2.0	27	27								8
\$4, less than \$6.....	49	2.8	33	23	7	2	1					16
\$6, less than \$8.....	123	6.9	101	1	41	27	1	5	14	12		22
\$8, less than \$10.....	374	21.1	320		15	180	16	34	44	31		54
\$10, less than \$12.....	573	32.3	499		3	61	88	215	108	22	2	74
\$12, less than \$14.....	323	18.2	260		1	16	29	59	77	42	36	63
\$14, less than \$16.....	186	10.5	148			25	17	49	33	18	6	35
\$16, less than \$18.....	63	3.6	53			2	6	27	13	3	2	10
\$18, less than \$20.....	24	1.4	20			1	2	2	10	5		6
\$20 and more.....	23	1.3	17				2	5	6	4		6
PERCENT OF WOMEN												
Less than \$15.....	1,579	89.1	1,326	3.8	5.1	22.9	11.0	25.4	20.0	8.6	3.2	
\$15.....	34	1.9	33			(²)	(²)	(²)	(²)	(²)		
Over \$15.....	160	9.0	119			6.7	10.1	41.2	27.7	11.8	2.5	

¹ Medians computed on 1-dollar distribution.² Not computed; base less than 50.

How little the variation in earnings may be attributed solely to the difference in hours worked is indicated by the fact that though a large group, well over two-fifths of the women, worked 44 hours and over, the earnings of these same women varied from \$6 to \$25. As shown in the accompanying table, which correlates earnings and hours, a small group worked less than 24 hours, and naturally their earnings, on the whole, were low.

The range of average earnings was from \$3.90 for the group working less than 24 hours to \$12.10 for those working 48 hours. The women who worked 40 hours had the same average earnings, \$10.95, as the average for the entire group with hours reported; for the women in each of the hour groupings above 40 hours the median was more than \$10.95, and for those in each hour group of less than 40 hours it was below that amount.

A standardization of hours does insure less variation of earnings than when hours have a wide range, but when in a week of at least 40 hours practically seven-eighths of the women earn less than \$15, something more than full time is needed to insure a living wage.

Under the former Minimum Wage Board the minimum wage for laundries in the District of Columbia was set at \$15 for a full working week. Using this as a measure it is interesting to note, in table 3, the proportion of women reported to have such earnings in the recent survey. About nine-tenths (89 percent) of the women earned less than \$15 in the week recorded, though practically 7 in 10 of these worked at least 40 hours; only 2 percent earned \$15 and 9 percent earned over \$15.

Of the women who earned less than \$15, almost one-third worked a week of more than 44 hours; nearly one-eighth worked at least 48 hours. Only about one-third of this group had a workweek of less than 40 hours.

More than nine-tenths (93 percent) of the women who earned \$15 or more worked at least 40 hours; more than two-fifths (43 percent) worked over 44 hours.

Of the women who worked 40 hours or more, the following proportions had earnings as specified.

<i>Week's earnings</i>	<i>Percent of women</i>
Less than \$10-----	15.1
Less than \$12-----	56.7
Less than \$14-----	79.9
Less than \$16-----	91.7
\$16 and more-----	8.3
\$18 and more-----	3.4
\$20 and more-----	1.6

Hourly earnings.

When week's earnings are reduced to an hourly basis, the average is found to be 25 cents. Almost one-third of the women for whom hour records were obtained had earnings of 25 but less than 26 cents. No other group approaches this in size; the next largest group, at 25, but less than 28 cents, comprised only 7 percent. More than one-tenth of the women, 12 percent, earned at least 35 cents, considerably more than the 25-cent average for the total. In contrast to these, over 6 percent had hourly earnings of less than 20 cents.

The following tabulation shows the proportion of women with hourly earnings as specified:

Hourly earnings (cents)	Percent of women	Hourly earnings (cents)	Percent of women
Less than 20.....	6.4	29, less than 30.....	3.7
20, less than 21.....	5.3	30, less than 31.....	3.8
21, less than 22.....	2.6	31, less than 32.....	3.0
22, less than 23.....	2.4	32, less than 33.....	1.4
23, less than 24.....	4.8	33, less than 34.....	2.2
24, less than 25.....	3.8	34, less than 35.....	1.4
25, less than 26.....	32.9	35, less than 40.....	8.0
26, less than 27.....	3.9	40, less than 45.....	2.6
27, less than 28.....	7.4	45 and more.....	1.1
28, less than 29.....	3.4		

Earnings in hotel laundries.

Earnings data were obtained for 133 women in seven laundries operated by hotels. Because many of these women were given meals in addition to their cash wage, they have not been included in the tables for other laundries. The average week's earnings of these women amounted to \$10.65. The largest group, 24 percent, earned \$10 and less than \$11; the next largest group, 16.5 percent, earned \$7 and less than \$8, and almost as many, 15.8 percent, earned \$12 and less than \$13. Only 3 percent of the women earned as much as \$15.

Hours worked were reported for not quite half the women. For these the average hourly earnings were 25 cents. The range of hourly earnings was from 23 to 33 cents, but just over half the women, 50.8 percent, earned 24 and less than 26 cents.

More than one-half, 55.7 percent, worked over 40 and under 44 hours in the week scheduled; 23 percent worked over 44 hours, the remaining 21.3 percent working less than 40.

DRY-CLEANING INDUSTRY

Establishments where cleaning and dyeing work is done usually employ comparatively few persons. For the entire United States, the figures of the Census of Manufactures for 1935 show an average of about 10 wage earners to a plant. For the District of Columbia, however, figures from this same source show an average of 19 persons, or almost twice as many as for the United States. The number of wage earners reported for 36 plants in the District of Columbia in 1935 was 689, and the number employed (including office help and drivers) in the 18 plants included in the Women's Bureau study of 1937 was almost as large, namely, 633.

The proportion of women in the plants surveyed was almost three-fifths (374 women), not so high as in laundries but nevertheless a majority of the workers in dry-cleaning establishments.

Hours worked.

In most cases the hours worked, reported for all but a few of the women, were below the firm's schedule. Though no firm had a schedule of less than 40 hours, one-sixth of the women actually worked less than 40. For details as to hours worked see table 4.

Week's earnings.

The average week's earnings for the 268 women for whom earnings were reported, regardless of time worked, were \$12.80. Nearly three-fifths of the women earned \$10 and less than \$15. The low-earnings group of less than \$8 comprised 6 percent of the women. Only 3 percent had earnings as high as \$20.

The cumulative percents, which show earnings levels from a somewhat different point of view, may be arrived at from the figures in table 4. They are summarized as follows:

<i>Week's earnings</i>	<i>Percent of women</i>
Less than \$6.....	4.1
Less than \$8.....	6.0
Less than \$10.....	11.6
Less than \$12.....	31.0
Less than \$14.....	65.7
Less than \$16.....	80.6
\$16 and more.....	19.4
\$18 and more.....	9.3
\$20 and more.....	3.0

The accompanying table shows the week's earnings of the women and the number of hours they worked in the week surveyed.

Five-sixths of the women worked 40 hours or more, and practically two-thirds of this group earned less than \$15. Only eight women earned as much as \$20. Average earnings were \$12.95 for the women who worked over 44 but under 48 hours, and \$13.40 for those who worked 48 hours; both averages were somewhat higher than that for

TABLE 4.—*Week's earnings of women in dry-cleaning plants, by time worked*

Week's earnings	Total women		Number of women with hours worked reported	Number of women with earnings as specified who worked—							Hours worked not reported	
	Number	Percent		Less than 24 hours	24, less than 32 hours	32, less than 40 hours	40 hours	Over 40, including 44 hours	Over 44, less than 48 hours	48 hours		Over 48 hours
Total.....	268	100.0	249	11	6	24	27	27	62	87	5	19
Percent distribution.....			100.0	4.4	2.4	9.6	10.8	10.8	24.9	34.9	2.0	
Median earnings ¹	\$12.80		\$12.75	(?)	(?)	(?)	(?)	(?)	\$12.95	\$13.40	(?)	
Less than \$4.....	5	1.9	5	5								
\$4, less than \$6.....	6	2.2	6	5	1							
\$6, less than \$8.....	5	1.9	5		3	1				1		
\$8, less than \$10.....	15	5.6	15		1	5	3	2	2	2		
\$10, less than \$12.....	52	19.4	48	1	1	15	8	7	10	6		4
\$12, less than \$14.....	93	34.7	88			2	8	12	23	43		5
\$14, less than \$16.....	40	14.9	37				5	3	10	15	4	3
\$16, less than \$18.....	27	10.1	22			1		3	8	9	1	5
\$18, less than \$20.....	17	6.3	15				2		6	7		2
\$20 and more.....	8	3.0	8				1		3	4		
PERCENT OF WOMEN												
Less than \$15.....	188	70.1	176	6.2	3.4	13.1	11.9	11.9	21.0	31.8	0.6	
\$15.....	13	4.9	13				(?)		(?)	(?)	(?)	
Over \$15.....	67	25.0	60			1.7	8.3	10.0	38.3	36.7	5.0	

¹ Medians computed on 1-dollar distribution.² Not computed; base less than 50.

all women. Only 3 women of the 41 who worked less than 40 hours earned as much as \$12.

Under the minimum-wage order of 1921 that included dry cleaning, the minimum rate was set at \$15 for a full working week. Using this rate as a measure, table 4 shows that in the recent survey 70 percent of the women earned less than \$15, 5 percent earned \$15, and 25 percent earned more than \$15. The hours worked by these women also may be seen in table 4.

More than three-fourths of the women who earned less than \$15 worked a full week of 40 hours or more; almost one-third worked at least 48 hours. Practically all the women who earned \$15 or over worked at least 40 hours; almost half had a week of 48 hours or more.

The following summary shows the week's earnings of women who worked 40 hours and more.

<i>Week's earnings</i>	<i>Percent of women</i>
Less than \$10.....	4.8
Less than \$12.....	19.7
Less than \$14.....	61.1
Less than \$16.....	78.8
\$16 and more.....	21.2
\$18 and more.....	11.1
\$20 and more.....	3.8

Hourly earnings.

Average hourly earnings for the 249 women for whom hours worked were reported were 29.2 cents. Less than one-tenth had earnings below 25 cents. The better-earnings group, those whose hourly earnings were 35 cents or more, comprised a little more than a fifth of the women workers.

There was no concentration of hourly earnings in any 1-cent interval, but not far from three-tenths of the women earned 25 and less than 27 cents. The following tabulation gives the proportions of women with hourly earnings as specified.

Hourly earnings (cents)	Percent of women	Hourly earnings (cents)	Percent of women
Less than 20.....	2.0	31, less than 32.....	8.8
20, less than 25.....	6.8	32, less than 33.....	3.6
25, less than 26.....	12.9	33, less than 34.....	2.8
26, less than 27.....	14.9	34, less than 35.....	1.6
27, less than 28.....	6.8	35, less than 40.....	12.9
28, less than 29.....	4.4	40, less than 45.....	4.4
29, less than 30.....	2.8	45 and more.....	4.0
30, less than 31.....	11.2		

More women earned 45 cents and over than earned below 20 cents; almost equal proportions earned less than 25 cents and 40 cents and more.

MANUFACTURING INDUSTRIES

The manufacturing industries of the District of Columbia furnish employment to only a small proportion of women. Offices, hotels and restaurants, and stores offer far greater opportunities of employment to the woman worker than does manufacturing.

According to the United States Census of Manufactures for 1935 there were only 9,396 men and women in manufacturing establishments in the District at that time. The census figure included workers in printing and publishing plants, but this industry was excluded from the Women's Bureau survey.¹

In the present study records for 596 women, in 17 establishments, were secured. There were too few plants in any one class to divide by specialized product. Seven establishments—two candy factories, three bakeries, one peanut-butter plant, and one making potato chips—are thrown together to make up the food group. Classed as paper and paper products are four plants—one making paper, one paper straws and tubes, and two paper boxes. "Other manufactures" comprises two clothing, one pharmaceutical-supply, and three awning factories. Women composed 41 percent of the entire group of employees. They outnumbered the men five to one in the miscellaneous group "other manufactures."

Industry	All employees	Women	
		Number	Percent
All manufactures	1,444	596	41.3
Food products.....	747	127	17.0
Paper and paper products.....	291	134	46.0
Other manufactures.....	406	335	82.5

Hours worked.

In many cases hours actually worked by the women were much below the scheduled hours of the firms. More than one-fourth of the women worked less than 32 hours, and about one-tenth worked 32 and under 40 hours.

Hours worked	Percent of women with hours as specified		
	Food products	Paper and paper products	Other manufactures
Less than 32.....	14.6	7.6	35.1
32, less than 40.....	19.5	11.0	6.8
40.....	26.8	44.9	5.3
More than 40, less than 44.....8	2.5
44.....	9.8	3.4	44.7
More than 44, less than 48.....	14.6	6.8	5.6
48 and more.....	14.6	25.4

¹ See p. 5 of Introduction.

Paper products had the largest proportion of women who worked a week of 40 hours or more, but in each of the three groups more than half of the women worked such hours. A considerable number worked short time, however, the proportion at less than 40 hours ranging from 19 percent in paper products to 42 percent in "other manufactures", where more than one-third of the women worked less than 32 hours. One-fourth in paper products, in contrast to one-seventh in food products and none at all in the miscellaneous group, worked 48 hours. The details for the total manufacturing group appear in table 5.

Week's earnings.

Pay-roll records were obtained for 530 of the women employed, and hours worked were reported for practically all of these. The average of the week's earnings for the entire group was \$13.35. Average earnings in the food and the paper industries were \$14.10 and \$14.15, respectively. "Other manufactures", with an average of only \$11.85, brought down the figure for the entire manufacturing group to the \$13.35 cited.

Nearly 10 percent of the women in "other manufactures", where a large group worked short hours, had earnings of less than \$5, and for almost one-fifth the earnings were less than \$8. For all manufactures, food products, and "other manufactures" the proportions earning \$15 or more were between 29 and 31 percent, but the paper group, with one-fourth of the women working 48 or more hours, had 36 percent with earnings of at least \$15.

The actual week's earnings, without regard to hours worked, are shown by industry in the summary following.

Week's earnings	Percent of women with earnings as specified			
	All manufactures	Food products	Paper and paper products	Other manufactures
Less than \$5.....	7.3	3.5	4.2	9.5
\$5, less than \$10.....	18.5	9.2	6.8	25.3
\$10, less than \$15.....	43.4	58.3	52.5	36.2
\$15, less than \$20.....	26.9	25.7	33.9	24.5
\$20 and more.....	4.0	3.5	2.5	4.6

CUMULATIVE PERCENTS

Less than \$6.....	10.2	5.8	7.6	12.3
Less than \$8.....	15.7	9.3	10.2	19.3
Less than \$10.....	25.8	12.8	11.0	34.7
Less than \$12.....	38.9	18.6	18.6	61.5
Less than \$14.....	57.0	47.7	47.5	62.9
Less than \$16.....	74.9	75.6	73.7	75.2
\$16 and more.....	25.1	24.4	26.3	24.8

One-fourth of the women in all manufactures for whom hours worked were reported worked less than 32 hours. Three-tenths of these had earnings below \$6, but more than one-fifth earned \$10 and less than \$14. Nearly two-thirds of the women worked 40 hours or over. The largest group of these earned \$14 and less than \$16 and the next largest group earned \$12 and less than \$14, together comprising almost one-half of the women who worked 40 hours or more.

TABLE 5.—*Week's earnings of women in all manufactures, by time worked*

Week's earnings	Total women		Number of women with hours worked reported	Number of women with earnings as specified who worked—							Hours worked not reported	
	Number	Percent		Less than 24 hours	24, less than 32 hours	32, less than 40 hours	40 hours	Over 40, including 44 hours	Over 44, less than 48 hours	48 hours		Over 48 hours
Total.....	530	100.0	522	43	91	51	92	165	38	41	1	8
Percent distribution.....			100.0	8.2	17.4	9.8	17.6	31.6	7.3	7.9	.2	
Median earnings ¹	\$13.35		\$13.40	(²)	\$9.20	\$11.75	\$14.15	\$15.60	(²)	(²)	(²)	
Less than \$4.....	27	5.1	23	19	1	2			1			4
\$4, less than \$6.....	27	5.1	27	12	8	1		3	3			
\$6, less than \$8.....	29	5.5	29	10	13	2	1	1	2			
\$8, less than \$10.....	54	10.2	54	2	39	5		4	4			
\$10, less than \$12.....	69	13.0	69		26	19	3	21				
\$12, less than \$14.....	96	18.1	92		4	17	35	32	4			4
\$14, less than \$16.....	95	17.9	95			1	43	28	13	9	1	
\$16, less than \$18.....	62	11.7	62			3	7	30	2	20		
\$18, less than \$20.....	50	9.4	50				2	34	5	9		
\$20 and more.....	21	4.0	21			1	1	12	4	3		

¹ Medians computed on 1-dollar distribution.

² Not computed; base less than 50.

The average earnings for the groups of 50 or more varied from \$9.20 for the women who worked 24 and under 32 hours to \$15.60 for those who worked over 40 and including 44 hours.

The earnings of women who worked 40 hours or more had a distribution as follows:

Week's earnings	Percent of women working 40 hours or more with earnings as specified			
	All manuf- factures	Food products	Paper and paper products	Other manu- factures
Less than \$10	5.6			10.2
\$10, less than \$15	47.2	53.7	55.2	41.2
\$15, less than \$20	41.2	40.7	41.7	41.2
\$20 and more	5.9	5.6	3.1	7.5

In food industries 15 percent of the women worked less than 32 hours, and their earnings were scattered over a wide range. Earnings of those who worked 40 hours and over showed more than half earning \$11 but less than \$15, with none earning less than \$11.

In paper and paper products the small group of women who worked less than 32 hours all earned less than \$8; a few earned less than \$3. Where a full week of 40 or more hours was worked, earnings varied from \$10 to over \$20. More than four-fifths of all the women worked at least 40 hours and more than half of these earned \$10 and less than \$15.

Considerably more women in "other manufactures" than in either the food or the paper-products industry worked short time. More than one-third of the women worked less than 32 hours—roughly less than 4 days. Of those working less than 32 hours, only one-fourth earned as much as \$10 and three of every five women earned less than \$9.

Hourly earnings.

Average hourly earnings for the entire group of women with hours and earnings reported were 34 cents. This was the figure also in paper and paper products, with that in food a little above (35 cents) and that in "other manufactures" a little below (33.6 cents).

The differences in levels of hourly earnings are shown in the accompanying summary.

Hourly earnings (cents)	Percent of women			
	All manuf- factures	Food prod- ucts	Paper and paper prod- ucts	Other manu- factures
Less than 20	5.9		0.8	9.3
20, less than 25	5.9		5.1	7.8
25, less than 30	10.5	2.4	2.5	15.5
30, less than 31	8.2	34.1	.8	4.3
31, less than 32	4.2	2.4		6.2
32, less than 33	12.1	1.2	40.7	4.3
33, less than 34	2.9	1.2		4.3
34, less than 35	2.7		1.7	3.7
35, less than 36	19.2	29.3	37.3	9.9
36, less than 37	3.1		.8	4.7
37, less than 38	3.4	4.9	2.5	3.4
38, less than 39	2.1			3.4
39, less than 40	1.3			2.2
40, less than 45	12.5	20.7	5.1	13.0
45, less than 50	3.3	2.4		4.7
50 and more	2.7	1.2	2.5	3.1

In food products the largest group of women (34 percent) had hourly earnings of 30 and under 31 cents, but almost as many (29 percent) earned 35 and under 36 cents. In paper and paper products the largest group (41 percent) earned 32 and under 33 cents, and almost as many (37 percent) 35 and under 36 cents. "Other manufactures" showed no such concentration in any 1-cent interval, the largest group, at 35 and under 36 cents, comprising not quite 10 percent of the women.

Industry	Number of women	Percentage of women	Hourly earnings (cents)
Food products	1,234	34	30-31
Paper and paper products	1,567	41	32-33
Other manufactures	1,890	37	35-36

In food products the largest group of women (34 percent) had hourly earnings of 30 and under 31 cents, but almost as many (29 percent) earned 35 and under 36 cents. In paper and paper products the largest group (41 percent) earned 32 and under 33 cents, and almost as many (37 percent) 35 and under 36 cents. "Other manufactures" showed no such concentration in any 1-cent interval, the largest group, at 35 and under 36 cents, comprising not quite 10 percent of the women.

Hourly earnings... A survey made... the group of women... earnings... paper products... other manufactures... earnings...

Industry	Number of women	Percentage of women	Hourly earnings (cents)
Food products	1,234	34	30-31
Paper and paper products	1,567	41	32-33
Other manufactures	1,890	37	35-36

BEAUTY-SHOP INDUSTRY

In 1935, the date of the latest available census figures, there were 441 beauty shops in the District of Columbia, and these employed 1,243 women and men. In the current survey agents visited 39 establishments, employing 487 workers, of whom the large majority (86 percent) were women. Thus the employees included in the survey represented almost two-fifths (39 percent) of the number reported by the Bureau of the Census.

The beauty shops visited in this survey were small establishments, as is generally true; 22 of the 39 visited employed less than 10 workers and only 9 had 15 or more. One had as many as 57. Eight of the 39 establishments were connected with stores, and these employed 110 women and 13 men. The other 31, designated as independent beauty shops, employed 311 women and 53 men.

Approximately 90 percent of the women included in the study were manicurists, hair dressers, shampooers, and other operators, the small remainder being managers, office workers, and maids. Learners were very few; 17 were employed in 5 shops, and 17 shops reported that they never hire learners.

The working schedule for employees in the beauty shops in stores was 7½ hours a day and 45 hours a week; employees in other beauty shops were on an 8-hour day and a 48-hour week. Figures showing actual hours worked were not available in the majority of the shops.

Week's earnings.

The records of a week's earnings, regardless of time worked, were secured for 282 women in independent beauty shops and for 89 in store beauty shops. The average earnings were \$17.80 in the independent shops and \$19.65 for those in stores. Managers, office workers, and maids are excluded from these wage figures.

The range of earnings of the women in independent shops was from \$4 to almost \$49, and there was very little concentration at any dollar interval. Approximately one-eighth of the women earned less than \$10 and only 6 percent of the women earned as much as \$30.

In the store beauty parlors a few women earned less than \$10 and a very small group earned \$30 or more.

Most women in beauty shops were paid a weekly rate, and in a considerable number of cases this was supplemented by a commission. A negligible proportion of the women in independent shops, but one-fifth of those in store shops, received a commission only.

In the table on page 20 is shown the distribution of week's earnings of the operators in independent shops and in stores.

TABLE 6.—*Week's earnings of women operators in beauty shops*

Week's earnings	Percent of women with earnings as specified		
	All shops	Independent shops	Store shops
Less than \$10.....	11.3	12.7	6.7
\$10, less than \$15.....	19.4	22.3	10.1
\$15, less than \$20.....	26.1	23.5	34.8
\$20, less than \$25.....	24.0	24.5	22.5
\$25, less than \$30.....	13.7	11.4	21.4
\$30 and more.....	5.4	5.7	4.4

CUMULATIVE PERCENTS			
Less than \$6.....	5.7	6.4	3.4
Less than \$8.....	8.1	9.2	4.5
Less than \$10.....	11.3	12.8	6.7
Less than \$12.....	17.0	19.9	7.9
Less than \$14.....	27.0	31.2	13.5
Less than \$16.....	38.8	42.9	25.8
Less than \$18.....	47.4	51.1	36.0
Less than \$20.....	56.9	58.5	51.7
\$20 and more.....	43.1	41.5	48.3
\$22 and more.....	27.5	25.2	34.8
\$24 and more.....	21.6	19.9	27.0
\$26 and more.....	12.9	12.8	13.5
\$28 and more.....	8.9	9.0	8.9
\$30 and more.....	5.4	4.5	5.7

For the majority of the workers on a weekly salary the rate of the salary, that is, the amount paid for a full week's work, was reported. These rates are given in the following summary. They do not include such commissions as were received.

Weekly rate	Percent of women with weekly rates as specified	
	Independent shops	Store shops
Less than \$10.....	8.5	-----
\$10, less than \$15.....	18.8	17.6
\$15, less than \$20.....	31.4	31.4
\$20, less than \$25.....	25.1	29.4
\$25 and more.....	16.1	21.6

Tips.

Because of the nature of the beauty-shop service, tips often form a substantial part of the operators' earnings, though a few shops reported that this practice was not allowed. Tips are extremely uncertain, the amounts varying greatly among individual operators and also in the different shops. Due to this irregularity tips should not be regarded in a consideration of wage rates. In the week recorded the amounts of tips received by operators were obtained in 4 small independent shops and 1 store shop; the number of operators reported was 71. The range in the amount of tips was from less than 25 cents to \$6.50, 35 percent of the women receiving less than \$1, 18 percent \$1 but less than \$3, and 22.5 percent \$3 but less than \$4.

RETAIL STORES

In the spring of 1937 agents of the Women's Bureau obtained data from 8 department stores employing 7,412 men and women, 24 ready-to-wear stores with 1,197, and 4 limited-price stores with 669. The large majority of the workers, ranging from 70 percent in department stores to 87 percent in limited-price stores, were women.

Store employees are classed in two groups: Regular employees, on a definite weekly schedule, and part-time or extra workers, employed during rush-hour periods, Saturdays, when special sales are held, or as substitutes. Pay-roll records were obtained for 2,892 regular and 848 part-time women workers in department stores, for 547 regular and 228 part-time women in ready-to-wear stores, and for 303 regular and 200 part-time women in limited-price stores. In the following discussion regular and part-time employees will be discussed separately because of the difference in the earnings and hours of the two groups.

Women were employed chiefly on the sales force in each of the three types of stores, but ready-to-wear stores and department stores also employed a substantial number in alteration departments. The proportion of regular workers who were saleswomen ranged from 60 percent in ready-to-wear shops to 97 percent in limited-price stores. Almost three-tenths of the women regular workers in ready-to-wear shops were in alteration departments, and one-eighth of those in department stores were so employed.

Hours worked by women regular workers.

Hour records were secured for practically all the women in stores. Because of the regularity of business, the majority of the women worked the scheduled hours of the store.

Type of store	Percent of women who worked—					
	Less than 32 hours	32, less than 36 hours	36, less than 40 hours	40, less than 45 hours	45 hours	Over 45 hours
Department.....	3.7	0.2	6.1	1.0	88.2	0.7
Ready-to-wear.....	5.8	1.3	32.1	.9	36.3	23.7
Limited-price.....	2.6	2.3	3.6	17.2	2.6	71.5

This summary shows that almost nine-tenths (88 percent) of the women in department stores worked 45 hours, less than 1 percent worked longer, and only one-tenth worked less than 40 hours.

The hours worked varied much more in ready-to-wear stores than in department stores. Though three-fourths of the ready-to-wear stores had a 48-hour schedule, only 23 percent of the women worked that many hours; more than one-third (36 percent) worked 45 hours

and almost as many (32 percent) worked 36 and under 40 hours. Only 7 percent worked less than 36 hours.

Three-fifths of the women in limited-price stores worked 48 hours, and more than one-sixth worked 44 and under 48 hours. Only 9 percent worked less than 40 hours.

Week's earnings of women regular workers.

The average of the week's earnings of women regular workers was highest in ready-to-wear stores, \$18.60, second in department stores, \$16.60, and lowest in limited-price stores, \$12.50.

The averages for women in sales and on alteration work in department stores were both \$16.95. For other occupations (office work excluded) the average was much lower, \$13.20; in this group 71 percent of the women, in contrast to 21 percent of the saleswomen and 10 percent of the alteration workers, had earnings of less than \$15.

Earnings data regardless of time worked show that 54 percent of the women in department stores earned \$15 and less than \$20, more than one-half of this group earning less than \$17. One-fourth of all the women had earnings of \$10 but less than \$15.

TABLE 7.—*Week's earnings of women regular workers in stores, by type of employment*

Week's earnings	Percent of women with earnings as specified								
	Department stores				Ready-to-wear stores				Limited-price stores
	Total	Sales	Alteration	Other	Total	Sales	Alteration	Other	Total ¹
Median earnings....	\$16.60	\$16.95	\$16.95	\$13.20	\$18.60	\$18.90	\$18.75	\$15.10	\$12.50
Less than \$10.....	2.6	2.8	.8	3.0	2.6	3.3	1.9	-----	7.6
\$10, less than \$15.....	25.6	18.4	9.4	67.7	12.8	11.2	3.1	47.5	90.1
\$15, less than \$20.....	54.3	59.5	64.9	25.4	45.9	42.5	52.2	47.5	2.3
\$20, less than \$25.....	12.3	13.9	15.9	2.8	20.5	21.9	23.9	3.4	-----
\$25, less than \$30.....	3.9	4.3	5.7	.8	9.9	9.1	15.1	-----	-----
\$30 and more.....	1.3	1.2	3.4	.2	8.4	11.9	3.8	1.7	-----

CUMULATIVE PERCENTS

Less than \$10.....	2.6	2.8	.8	3.0	2.6	3.3	1.9	-----	7.6
Less than \$12.....	7.5	5.9	1.4	19.0	4.0	4.8	2.5	3.4	32.7
Less than \$14.....	22.1	15.5	6.8	61.1	12.1	11.5	4.4	35.6	89.1
Less than \$16.....	40.4	34.2	23.2	79.0	28.3	22.7	21.4	78.0	100.0
Less than \$18.....	66.7	62.6	59.2	89.7	38.6	34.5	30.2	83.1	-----
Less than \$20.....	82.5	80.6	75.0	96.1	61.2	57.1	57.2	94.9	-----
\$20 and more.....	17.5	19.4	25.0	3.9	38.8	42.9	42.8	5.1	-----
\$25 and more.....	5.2	5.5	9.1	1.0	18.3	21.0	18.9	1.7	-----
\$30 and more.....	1.3	1.2	3.4	.2	8.4	11.9	3.8	1.7	-----

¹ All saleswomen except a few in other occupations.

In ready-to-wear and in department stores much the largest group of women—46 and 54 percent, respectively—earned \$15 and less than \$20, but the ready-to-wear shops had the next largest group at a higher level, and only 13 percent of their women employees were paid \$10 and less than \$15. Considering earnings in 1-dollar intervals, the largest group, 19 percent of the total, earned \$18 and under \$19, and the next largest group, 13 percent, \$15 and under \$16.

Saleswomen in the ready-to-wear stores had the highest average earnings, \$18.90, and the alteration workers' average was only 15 cents lower. The average earnings of the women in other occupations were \$15.10; only 5 percent of these women, in contrast to 43 percent of the saleswomen and of the alteration women, earned as much as \$20.

In limited-price stores more than one-third of the women (35 percent) earned \$12 and under \$13, and over one-fifth (21 percent) earned \$13 and under \$14. Only just over 2 percent earned as much as \$15.

The accompanying large table shows for the three types of store the earnings of women according to time worked. In all comparable hour groups with 50 or more women, average earnings are seen to be higher in ready-to-wear shops and lowest in limited-price stores.

In ready-to-wear stores the averages for the women working 45 hours or more were lower than the average for those working 32 and under 40 hours.

The former Minimum Wage Board set a rate of \$16.50 a week for experienced women working in stores. In the 1937 survey, almost half (48 percent) of the 3,742 women in the three types of store earned less than \$16.50, while nearly as large a proportion, 45 percent, earned over \$16.50, and only 7 percent had earnings of \$16.50 even. By type of store the proportions with earnings of less than \$16.50 ranged from 31 percent in ready-to-wear shops to 100 percent in limited-price stores.

More than three-fourths (78 percent) of the women in department stores who earned less than \$16.50 in the week recorded worked 45 hours, and in ready-to-wear stores nearly two-thirds of the women earning less than such minimum worked either 45 or 48 hours. As stated, all the women included in limited-price stores earned less than the minimum, and three-fifths of them worked 48 hours.

This correlation of earnings with hours worked shows very great differences by type of store. In department stores all but about 2 percent of the women who earned \$16.50 or more worked 40 hours or over, the vast majority working 45 hours, but one-fifth of those at less than \$16.50 worked less than 40 hours. Nearly one-sixth of the 2,595 women who worked 40 hours or more earned less than \$14.

In ready-to-wear stores almost three-fifths of the women who earned \$16.50 or more worked at least 40 hours, more than one-fifth working as long as 48 hours. However, one-third of the women with earnings below \$16.50 worked less than 40 hours. Less than 1 percent of the women who worked 40 hours or more earned less than \$12, but one-third earned less than the former minimum rate of \$16.50.

Though a full week of 40 hours or more was worked by over nine-tenths of the women in limited-price stores, and a week of 48 hours by six-tenths, none earned so much as \$16.50, the former rate, and almost 1 in 12 of the total number earned less than \$10. Forty-six percent of the total worked 48 hours and earned \$12 and under \$14.

TABLE 8.—*Week's earnings of women regular workers in stores, by time worked*

Week's earnings	Total women		Number of women with hours worked reported	Number of women with earnings as specified who worked—								Hours worked not reported	
	Number	Percent		Less than 24 hours	24, less than 32 hours	32, less than 40 hours	40 hours	Over 40, less than 45 hours	45 hours	Over 45, less than 48 hours	48 hours		Over 48 hours
DEPARTMENT STORES													
Total.....	2,892	100.0	2,888	60	49	184	7	21	2,547	5	15		4
Percent distribution.....			100.0	2.1	1.7	6.4	.2	.7	88.2	.2	.5		
Median earnings ¹	\$16.60		\$16.60	\$6.00	\$10.85	\$13.35	(?)	(?)	\$16.85	(?)	(?)		
Less than \$4.....	16	.6	16	16									
\$4, less than \$6.....	14	.5	14	14									
\$6, less than \$8.....	17	.6	17	15	2								
\$8, less than \$10.....	29	1.0	28	9	14	5							1
\$10, less than \$12.....	143	4.9	142	5	18	55		1	63				1
\$12, less than \$14.....	422	14.6	421		10	38	2	8	342	2	4		1
\$14, less than \$16.....	529	18.3	529	1	1	38		9	476		2		
\$16, less than \$18.....	761	26.3	761		3	18	3	2	730		5		
\$18, less than \$20.....	457	15.8	457			12		1	441		3		
\$20, less than \$25.....	355	12.3	354		1	1	2		349	1			1
\$25, less than \$30.....	112	3.9	112			1			110		1		
\$30 and more.....	37	1.3	37			1			36				
<i>Percent of women</i>													
Less than \$16.50.....	1,321	45.7	1,318	4.6	3.5	12.0	.2	1.4	77.5	.3	.5		
\$16.50.....	230	8.0	230			.4	.4	.4	98.7				
Over \$16.50.....	1,341	46.4	1,340		.2	1.9	.2	.1	96.9	.1	.6		

READY-TO-WEAR STORES

Total.....	547	100.0	545	17	14	182	5		198		127	2	2
Percent distribution.....			100.0	3.1	2.6	33.4	.9		36.3		23.3	.4	
Median earnings ¹	\$18.60		\$18.60	(?)	(?)	\$18.85	(?)		\$18.75		\$18.35	(?)	.4
Less than \$4.....	8	1.5	8	8									
\$4, less than \$6.....	2	.4	2	2									
\$6, less than \$8.....	3	.5	3	3									
\$8, less than \$10.....	1	.2	1			1							
\$10, less than \$12.....	8	1.5	8	1	1	3	1						
\$12, less than \$14.....	44	8.0	43		2	5			20		16		1
\$14, less than \$16.....	89	16.3	89	2	5	20	2		34		25	1	
\$16, less than \$18.....	56	10.2	56		1	19	1		23		12		
\$18, less than \$20.....	124	22.7	124			62			37		24	1	
\$20, less than \$25.....	112	20.5	111	1	3	44			42		21		1
\$25, less than \$30.....	54	9.9	54		2	21	1		18		12		
\$30 and more.....	46	8.4	46			7			24		15		
<i>Percent of women</i>													
Less than \$16.50.....	167	30.5	166	9.6	5.4	18.1	1.8		36.7		27.7	.6	
\$16.50.....	34	6.2	34			(?)	(?)		(?)		(?)		
Over \$16.50.....	346	63.3	345	.3	1.4	40.3	.3		36.2		21.2	.3	

LIMITED-PRICE STORES

Total.....	303	100.0	302	5	3	18	22	30	8	32	183	1	1
Percent distribution.....			100.0	1.7	1.0	6.0	7.3	9.9	2.6	10.6	60.6	.3	
Median earnings ¹	\$12.50		\$12.50	(?)	(?)	(?)	(?)	(?)	(?)	(?)	\$13.00	(?)	
Less than \$4.....	3	1.0	3	3									
\$4, less than \$6.....	2	.7	2	2									
\$6, less than \$8.....	2	.7	2		2								
\$8, less than \$10.....	16	5.3	16		1	14	1						
\$10, less than \$12.....	77	25.4	76			4	20	25	3	10	14		1
\$12, less than \$14.....	170	56.1	170				1	5	5	20	139		
\$14, less than \$16.....	33	10.9	33							2	30	1	
<i>Percent of women</i>													
Less than \$16.50.....	303	100.0	302	1.7	1.0	6.0	7.3	9.9	2.6	10.6	60.6	.3	

¹ Medians computed on 1-dollar distribution.

² Not computed; base less than 50.

Hourly earnings of women regular workers.

It was possible to reduce earnings to an hourly basis for practically all the women regular workers for whom earnings were reported in the three types of store. The average was highest for the women in ready-to-wear stores, 44 cents. For the women in department stores it was 36.7 cents. The lowest average, of 26 cents, was in limited-price stores.

The very great differences in levels of hourly earnings, except in the case of limited-price stores, are shown in the following summary.

TABLE 9.—*Hourly earnings of women regular workers in stores, by type of employment*

Hourly earnings (cents)	Percent of women with earnings as specified								Limited-price stores ¹
	Department stores				Ready-to-wear stores				
	Total	Sales	Alteration	Other	Total	Sales	Alteration	Other	
Median earnings....	\$0.367	\$0.382	\$0.378	\$0.30	\$0.44	\$0.48	\$0.444	\$0.333	\$0.26
Less than 25.....	2.3	-----	-----	13.2	.4	-----	-----	3.4	8.6
25, less than 26.....	.1	-----	.3	.4	.7	.3	-----	5.1	5.0
26, less than 27.....	4.7	2.4	.3	17.5	3.3	2.4	-----	16.9	41.1
27, less than 28.....	3.1	2.6	1.1	6.5	2.4	1.8	1.3	8.5	20.9
28, less than 29.....	1.8	1.8	.3	3.3	.4	.6	-----	-----	10.9
29, less than 30.....	2.5	1.5	.3	8.1	.9	1.2	-----	1.7	7.3
30, less than 31.....	2.3	1.0	2.3	7.7	.4	.3	-----	1.7	2.6
31, less than 32.....	3.8	3.3	1.7	7.5	5.3	6.4	1.3	10.2	3.0
32, less than 33.....	1.7	2.0	-----	1.8	.6	.6	-----	1.7	.7
33, less than 34.....	7.6	6.8	11.0	8.3	5.5	1.5	12.6	8.5	-----
34, less than 35.....	4.2	4.7	2.5	3.3	2.0	2.4	1.9	-----	-----
35, less than 36.....	5.7	6.4	5.7	3.0	1.8	1.8	1.3	3.4	-----
36, less than 37.....	11.1	10.3	21.5	7.3	3.1	2.4	5.0	1.7	-----
37, less than 38.....	4.7	5.7	4.2	.6	4.6	4.6	5.7	1.7	-----
38, less than 39.....	4.7	6.2	1.7	.6	1.1	1.8	-----	-----	-----
39, less than 40.....	4.0	4.8	3.7	.6	.2	.3	-----	-----	-----
40, less than 41.....	8.2	8.6	11.6	4.3	7.9	2.1	12.6	27.1	-----
41, less than 42.....	2.6	3.4	.6	.8	3.1	2.8	4.4	1.7	-----
42, less than 43.....	3.0	3.9	1.4	.6	1.8	2.4	1.3	-----	-----
43, less than 44.....	1.9	2.5	.6	.2	.4	.6	-----	-----	-----
44, less than 45.....	4.4	4.1	10.2	1.8	7.2	8.9	6.3	-----	-----
45, less than 46.....	6.8	8.3	6.2	1.0	13.9	14.1	18.2	1.7	-----
46, less than 47.....	3.1	3.7	3.4	.2	9.4	12.2	5.7	3.4	-----
47, less than 48.....	2.5	2.8	3.4	.8	6.1	6.4	7.5	-----	-----
48, less than 49.....	2.7	2.8	4.8	.4	10.6	11.6	12.6	-----	-----
49, less than 50.....	-----	-----	-----	-----	7.0	10.1	2.6	1.7	-----
50, less than 51.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
51, less than 52.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
52, less than 53.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
53, less than 54.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
54, less than 55.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
55, less than 56.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
56, less than 57.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
57, less than 58.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
58, less than 59.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
59, less than 60.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
60, less than 61.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
61, less than 62.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
62, less than 63.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
63, less than 64.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
64, less than 65.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
65, less than 66.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
66, less than 67.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
67, less than 68.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
68, less than 69.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
69, less than 70.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
70, less than 71.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
71, less than 72.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
72, less than 73.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
73, less than 74.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
74, less than 75.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
75 and more.....	.5	.4	1.1	-----	-----	-----	-----	-----	-----

¹ Practically all saleswomen.

No woman on sales or alteration work in department stores had average hourly earnings of less than 25 cents. Fifteen percent of all the employees earned less than 30 cents and 16 percent earned 45 cents and more.

In ready-to-wear shops saleswomen had the highest hourly earnings, the average (48 cents) being almost one-tenth higher than the average for all women in such stores. Next in rank were the women on alteration work, shown by an average of 44.4 cents, and women in other occupations had an average of only 33.3 cents. The largest proportion in any 1-cent interval in ready-to-wear stores was 11 percent with earnings of 48 and less than 49 cents.

In limited-price stores there was considerable concentration of earnings, as 62 percent of the women had an average of 26 but less than 28 cents; in fact, more than one-third averaged 26 cents. Only

1 woman in 16 earned as much as 30 cents. One in 12 earned less than 25 cents.

Hours worked by women part-time workers.

The hours worked by part-time women—the extras or contingents employed chiefly for busy periods—varied considerably in the three types of store. More than two-fifths (44 percent) of the part-time workers in department stores worked less than 16 hours, slightly more than one-fourth working less than 8; about 44 percent worked 16 and less than 40 hours. Only one-eighth had worked 40 hours or more in the week recorded.

In ready-to-wear stores the proportion working less than 16 hours was only 29 percent; more than one-third (34 percent) worked 36 and under 40 hours, and 4 percent worked 40 hours and over.

More than one-third (36 percent) of the part-time workers in limited-price stores worked less than 16 hours, about one-fourth worked 32 and under 40 hours, and over one-fifth (21 percent) worked 40 hours.

Week's earnings of women part-time workers.

In department stores the average week's earnings of part-time workers were \$6.85. Not far from two-fifths (37 percent) earned \$5 and less than \$10; just over one-fourth (26 percent) earned less than \$3. There were a number of cases of earnings of less than \$10 for 28, and even 36, hours of work.

In ready-to-wear stores the average was \$10.35; 49 percent of the women earned less than \$10 and 15 percent earned less than \$3. A few women who were paid less than \$10 worked 28 hours or more.

The average for part-time workers in limited-price stores was \$7.15. A substantial proportion (27 percent) of the women had the extremely low earnings of \$1 but less than \$2. Only 6 percent earned as much as \$10. All the women who earned less than \$5 worked less than 20 hours, but of those who earned \$5 and less than \$10 almost two-fifths worked 40 hours.

Hourly earnings of women part-time workers.

The average hourly earnings of part-time women in department and ready-to-wear stores were 4 cents lower than those of regular workers, 33 and 40 cents, respectively, as compared to 37 and 44 cents for those on a regular schedule. In limited-price stores the average was the same for the part-time as for the regular workers, 26 cents.

The range of earnings in department stores was from 24 to about 60 cents, but there was some concentration at 33 and less than 34 cents, where are shown one-fifth of the part-time women. More than one-eighth earned less than 30 cents.

Of the part-time women in ready-to-wear stores more than one-half averaged 40 and less than 41 cents, and one-sixth averaged 32 and less than 33 cents. As in department stores, more than one-eighth earned less than 30 cents.

The range of earnings of the part-time women in limited-price stores was narrow—from 23 to 35 cents—with one-half of the women averaging 26 cents. Almost one-fourth (23 percent) averaged 23 but less than 25 cents, and for three-fourths the amount was 25 to 30 cents.

HOTEL AND RESTAURANT INDUSTRIES

The Women's Bureau survey in April and May of 1937 covered 9 hotels with 2,492 employees, 77 independent restaurants with 3,811 employees, and 10 store restaurants employing 459 workers. The proportion of employees who were women ranged from 26 percent in hotel restaurants to 79 percent in store restaurants. In the lodging departments of hotels women formed 37 percent of the total.

Type of establishment	Number of establishments	Number of women		
		Total	With earnings reported	With hours of work reported
Hotels.....	9	814	779	700
Lodging departments.....	9	542	507	467
Food departments.....	9	272	272	233
Independent restaurants.....	77	1,832	1,749	1,675
Store restaurants.....	10	364	361	263

Hours.

In general, the women with hour schedules reported in hotels and restaurants were on a 6-day week of over 40 but not exceeding 48 hours.

Because of the irregularity of working hours, the actual condition as to working time is shown by the use of "employee-days"—similar to the use of man-hours in manufacturing industries. These are obtained by multiplying each daily work shift, of whatever duration, by the number of times such shift was worked by any woman in the week covered. As a rule the number of employee-days for the week is about 6 times the number of women. Further, as many women have broken shifts, that is, periods of free time between two or more work periods, the employee-days have been tabulated according to spread of hours, the number of hours from the beginning to the end of the workday. As shown in the table following, the proportion of employee-days with a spread that exceeds by more than one hour the longest actual hours worked was greatest in hotel food departments (24 percent); it was least in store restaurants, with no instance of an excessive spread, and in hotel lodging departments, where the proportion was less than 1 percent.

It is clear that the lodging and food departments of hotels differed greatly in the spread of hours. Though 22 percent of the employee-days of the food departments had a spread of hours of 12 or more, there was no spread in the lodging departments of as much as 12 hours.

More than one-half (51 percent) of the employee-days of independent restaurants had 8 hours of actual work and no day exceeded 9 hours. For about three-fifths of the total the spread was 8 to 9

TABLE 10.—Hours of work and spread of hours of employee-days in hotels and restaurants

Hours	Hotel lodg- ing depart- ments	Hotel food departments	Independent restaurants	Store restau- rants
PERCENT DISTRIBUTION OF EMPLOYEE-DAYS WITH HOURS OF WORK AS SPECIFIED				
Less than 5.....	0.4	1.7	12.9	32.9
5.....	2.5	1.7	2.5	2.5
Over 5, less than 6.....	3.4	2.6	1.9	1.4
6.....	.9	3.1	1.7	7.7
Over 6, less than 7.....	18.8	24.4	3.0	1.4
7.....	8.9	12.2	8.7	5.1
Over 7, less than 8.....	29.6	22.7	16.4	33.2
8.....	35.5	31.5	51.3	15.8
Over 8, less than 9.....				
9.....			1.2	
PERCENT DISTRIBUTION OF EMPLOYEE-DAYS WITH SPREAD OF HOURS AS SPECIFIED				
Less than 5.....	0.4	0.9	11.4	32.9
5.....		2.1	1.5	2.1
Over 5, less than 6.....			.9	1.7
6.....	6.1	1.4	1.3	4.8
Over 6, less than 7.....		.4	.8	2.8
7.....	18.8	3.9	2.2	.1
Over 7, less than 8.....	5.8	1.5	3.1	3.0
8.....	27.3	11.1	21.6	3.8
Over 8, less than 9.....	36.0	31.8	13.1	34.0
9.....	4.9	22.9	24.8	14.7
Over 9, less than 10.....	.2	.4	4.7	
10.....		.4	4.4	
Over 10, less than 11.....			2.0	
11.....	.2	.4	1.8	
Over 11, less than 12.....	.2	.4	.7	
12.....		18.4	1.3	
Over 12, less than 13.....		.9	3.1	
13.....		.9	.6	
Over 13, less than 14.....		2.1	.4	
14.....			.1	
Over 14, less than 15.....			.1	
Over 12.....		3.9	4.3	

hours inclusive. However, on 15 percent of the days the spread was from over 9 to as much as 12 hours. On 4 percent of them it exceeded 12 hours, the longest spread being between 14 and 15 hours.

As a rule, on account of hours of business, in store restaurants the hours worked and spread of hours differed only by the hour or part of an hour allowed at noon. About half (49 percent) of the employee-days of actual work were over 7 to as much as 8 hours long, and a like proportion of the days had a spread of hours of more than 8 to as much as 9 hours.

Week's earnings.

Because of the practice of including in wage payments to hotel and restaurant employees supplements in the form of meals or lodging, there is much variation in cash earnings with type of establishment and with department within each establishment. Some employees are given living quarters only, some have living quarters and meals, some have three meals and others only one or two. Inadequacy of records in many firms and irregularity of shifts for a large part of the employees made accurate information on the number of meals given to each individual during the week covered by the 1937 survey

difficult to obtain. For this reason the figures shown here for the women who were given meals included all such women, whether they received one, two, or three meals a day.

The practice of customers giving tips to employees in certain occupations in hotels and restaurants also causes variations in the total earnings of employees in these industries. In many establishments those employees who receive tips were not required to report them; as a result, information concerning the amounts received in tips was not obtained for the majority of the workers.

Cash earnings and wage supplements.—The earnings figures given in the following analysis are the actual cash earnings paid to women in the week recorded. Supplements to cash earnings—meals, lodging, or tips—obviously have an influence on the total cash wages of the various employees and must be kept in mind when considering such wages.

The proportion of women in restaurants receiving supplements to their money wage in the form of meals ranged from 80 percent in store restaurants to 95 percent in independent restaurants. The figures for hotels show that 84 percent of the women in the food departments, but only 7 percent of those in the lodging departments, had wage supplements.

TABLE 11.—*Median week's cash earnings of women in hotels and restaurants, by receipt or nonreceipt of additions in the form of meals, lodging, or both*

Establishment and department	Women with median cash earnings as specified		
	All women	Women receiving additions	Women not receiving additions
Hotels:			
Lodging departments:			
Number of women.....	507	35	472
Median earnings.....	\$11.50	(¹)	\$11.05
Food departments:			
Number of women.....	272	229	43
Median earnings.....	\$9.60	\$9.20	(¹)
Dining room:			
Number of women.....	191	148	43
Median earnings.....	\$6.90	\$6.55	(¹)
Kitchen:			
Number of women.....	81	81	-----
Median earnings.....	\$11.25	\$11.25	-----
Independent restaurants:			
Number of women.....	1,749	1,656	93
Median earnings.....	\$9.30	\$9.20	\$9.90
Dining room:			
Number of women.....	1,371	1,301	70
Median earnings.....	\$8.20	\$8.05	\$9.40
Kitchen:			
Number of women.....	378	355	23
Median earnings.....	\$11.95	\$11.95	(¹)
Store restaurants:			
Number of women.....	361	290	71
Median earnings.....	\$11.15	\$11.15	\$11.20
Dining room:			
Number of women.....	276	215	61
Median earnings.....	\$9.75	\$9.10	\$10.85
Kitchen:			
Number of women.....	85	75	10
Median earnings.....	\$13.25	\$13.00	(¹)

¹ Not computed; base less than 50.

Table 11 shows that in each class of service women receiving additions to cash earnings in the form of meals and lodgings earned less than women in the same service who did not receive such additions. However, kitchen workers were the highest-paid group, whether cash earnings alone are considered or cash earnings and the receipt of one or more meals in addition. All kitchen workers in store restaurants averaged \$13.25 cash a week, those in independent restaurants \$11.95, and those in hotel restaurants \$11.25. Women working in the lodging departments of hotels averaged \$11.50 cash a week; very few of these workers received any supplement to earnings.

Dining-room workers in different types of restaurants had widely varying cash earnings. Those women who were not given meals had earnings of \$10.85 a week in store restaurants and earnings of \$9.40 in independent restaurants. When one or more meals were given, weekly cash earnings fell to \$6.55 in hotel dining rooms, \$8.05 in independent restaurant dining rooms, and \$9.10 in store restaurants.

This marked difference in the average cash wages of kitchen and of dining-room workers is due largely to the low wages paid the dining-room waitresses, who are in direct contact with the customers and consequently are in a position to receive tips. *As tips are dependent on the beneficence of the customers, they are an extremely uncertain source of income and should be disregarded when determining wage payments.* They vary considerably in the different types of restaurant, and are very irregular from day to day and week to week in each restaurant.

In the week recorded the proportion of the dining-room women who were reported by the management to have received tips varied considerably, the percents being 41 in store restaurants, 47 in independent restaurants, and 58 in hotel restaurants. In each type of restaurant the average cash wages paid to dining-room women who received tips were substantially less than were paid to those not receiving tips; the average cash wages were \$6.30 in hotel restaurants, \$6.85 in store restaurants, and \$5.95 in independent restaurants for the women receiving tips, in contrast to \$10.95, \$11.60, and \$10.85, respectively, for those not receiving tips. The proportion of dining-room women receiving tips who had cash earnings of less than \$5 was 25 percent in hotel restaurants, 13 percent in store restaurants, and 31 percent in independent restaurants, compared to 20, 10, and 11 percent, respectively, of those not receiving tips. From approximately 60 to 70 percent of the women receiving tips, but only from 20 to 30 percent of those not receiving tips, had earnings of \$5 and less than \$10.

In several establishments the amount of tips received by the women in one week was reported by the management. The range in the amount of tips was from less than \$1 to over \$31 in independent restaurants, but only from less than \$1 to less than \$6 in store restaurants. Eight-ninths of the women in store restaurants received tips of less than \$5 and the remaining women received \$5 and less than \$6. Two-fifths in hotel restaurants received tips which amounted to \$1 and less than \$5, and a similar proportion received \$5 and less than \$9. In independent restaurants the amount received in tips ran somewhat higher; nearly three-tenths (29 percent) received \$10 or

more, but for over two-fifths (42 percent) the tips amounted to \$5 and less than \$10, and for about three-tenths they amounted to less than \$5.

Individual cash earnings.—The range of the week's earnings for individual women workers in hotels and restaurants was from less than \$1 to somewhat over \$40 and there was very little concentration in any dollar interval. Table 12 shows the earnings of each woman by the several departments in hotels and in the two types of restaurant.

Almost half of the lodging-department women and more than half of the kitchen-department women in *hotels* earned \$10 and less than \$15, but in the dining-room department the largest group, just over two-fifths, were at the lower level of \$5 and less than \$10. Half of the workers in hotels not receiving meals or lodging earned \$10 and less than \$15, not far from three-tenths earned \$5 and under \$10, and well under one-tenth earned less than \$5. Of those who received wage supplements one-third earned \$5 and less than \$10, more than one-fourth earned \$10 and less than \$15, and about one-sixth earned less than \$5. (See table 12.)

In *independent restaurants* about one-fifth of the women were divided almost equally between \$6 and less than \$7 and \$5 and less than \$6. Almost two-fifths of the total earned \$5 and under \$10, three-tenths earned \$10 and under \$15, and more than one-sixth earned less than \$5.

The proportion of dining-room employees earning less than \$10 was much larger than that of kitchen workers, the respective percents being 64 and 28. Additions in the form of meals were received by all but about 5 percent of the dining-room women and of the kitchen workers who earned less than \$10.

The largest group of *store restaurant* women in any 1-dollar interval (17 percent) earned \$12 and less than \$13; the next largest group (13 percent) earned \$6 and less than \$7. Meals in addition to cash earnings were received by four-fifths of the women; two-fifths of these earned \$10 and less than \$15, and a somewhat larger group earned less than \$10. Almost one-third of the women not receiving additions had earnings below \$10 a week.

TABLE 12.—Week's cash earnings of individual women in hotels and in independent and store restaurants, by department in which employed and by whether or not receiving additions to wages ¹

Week's earnings	HOTELS							INDEPENDENT RESTAURANTS					STORE RESTAURANT				
	Total	Percent of women with earnings as specified						Total	Dining room	Kitchen	Women receiving additions to wages	Women not receiving additions to wages	Total	Dining room	Kitchen	Women receiving additions to wages	Women not receiving additions to wages
		Lodging departments	Food departments			Women receiving additions to wages	Women not receiving additions to wages										
		Total	Dining room	Kitchen													
Number of women.....	779	507	272	191	81	264	515	1,749	1,371	378	1,656	93	361	276	85	290	71
Median earnings.....	\$10.75	\$11.50	\$9.60	\$6.90	\$11.25	\$10.15	\$11.00	\$9.30	\$8.20	\$11.95	\$9.20	\$9.90	\$11.15	\$9.75	\$13.25	\$11.15	\$11.20
PERCENT																	
Less than \$5.....	9.8	5.7	17.3	22.5	4.9	15.5	6.8	17.1	20.4	5.0	17.5	8.7	8.8	11.2	1.2	10.0	4.2
\$5, less than \$10.....	29.9	26.8	35.7	42.4	19.8	33.0	28.3	39.3	43.8	23.0	39.2	43.1	32.7	40.6	7.1	33.7	28.2
\$10, less than \$15.....	42.1	47.9	31.2	22.0	53.1	27.3	49.7	30.4	24.9	50.8	30.7	27.0	43.0	37.3	61.2	40.7	52.1
\$15, less than \$20.....	14.9	15.4	14.0	10.5	22.2	20.1	12.2	9.3	7.7	15.1	8.7	19.3	13.0	9.1	25.9	12.4	15.5
\$20 and more.....	3.3	4.1	1.8	2.6	-----	4.2	2.9	3.8	3.1	6.1	3.8	2.2	2.5	1.8	4.7	3.1	-----
CUMULATIVE PERCENTS																	
Less than \$4.....	6.9	4.9	10.7	14.1	2.5	9.1	5.8	11.3	13.1	4.5	11.5	6.5	5.3	6.5	1.2	5.9	2.8
Less than \$6.....	12.7	6.5	24.3	32.4	5.0	22.3	7.8	26.3	31.6	7.1	26.9	15.2	13.0	16.3	2.4	14.8	5.6
Less than \$8.....	22.5	10.8	44.2	57.5	12.4	41.7	12.6	40.9	48.8	12.1	41.5	29.2	31.6	39.5	5.9	35.2	16.9
Less than \$10.....	39.7	32.5	53.0	64.8	24.7	48.5	35.1	56.5	64.3	28.0	56.7	51.8	41.6	51.8	8.3	43.8	32.4
Less than \$12.....	59.4	52.0	73.2	77.9	61.7	67.4	55.3	71.4	77.1	50.2	72.1	57.2	57.1	69.2	17.7	56.6	59.2
Less than \$14.....	80.4	79.6	81.7	85.8	71.6	73.5	83.9	84.7	87.4	74.8	85.2	76.6	79.5	85.9	58.9	79.3	80.3
Less than \$16.....	84.6	83.8	86.1	87.4	82.7	79.2	87.4	90.4	91.8	85.4	90.4	90.3	89.8	92.1	82.4	80.7	90.1
\$16 and more.....	15.4	16.2	13.9	12.6	17.3	20.8	12.6	9.6	8.2	14.6	9.6	9.7	10.2	7.9	17.6	10.3	9.9
\$18 and more.....	6.5	8.0	3.6	4.7	1.2	10.3	4.6	5.9	4.8	9.8	5.8	5.4	5.0	3.2	10.6	5.9	1.4
\$20 and more.....	3.3	4.1	1.8	2.6	-----	4.2	2.9	3.8	3.1	6.1	3.8	2.2	2.5	1.8	4.7	3.1	-----

¹ Chiefly meals. In the case of hotels, some lodging.

Under the former Minimum Wage Board the minimum rate was set at \$16.50 for the hotel and restaurant industries. Using this as a measure, it is significant to note that in the 1937 survey only a small proportion of the women had cash wages of \$16.50 or above. Undoubtedly, the customary wage supplements in the form of meals or lodging account for some of this, though it is not known for how much. The minimum-wage order of 1920 allowed a deduction from the cash wages of 30 cents for each meal furnished and \$2 a week for lodging furnished.

	Percent of all women with cash earnings as specified			
	Hotel lodging departments	Hotel restaurant departments	Independent restaurants	Store restaurants
Total women.....	507	272	1,749	361
Less than \$16.50.....	88.2	88.2	91.7	91.1
\$16.50.....			.9	1.9
Over \$16.50.....	11.8	11.8	7.4	6.9

As shown in the summary, roughly nine-tenths of the women in each classification earned less than the former minimum rate, and from 7 to 12 percent earned more than this amount.

CURB-SERVICE WAITRESSES

Employment data were obtained for 264 curb-service employees in five restaurants; 65 of them were women. Separate tabulations covering hours and earnings of these women have been prepared because their earnings were very much lower than the earnings of waitresses working inside. The curb-service business is very seasonal, with little or no business in the winter months and rush periods during summer months.

Hours worked.

All the women were on a 6-day-week schedule. Almost seven-tenths had an 8-hour day and a 48-hour week, and just over one-fourth had a 28-hour week of five 4-hour days and one 8-hour day. Less than one-fourth of the women (23 percent) were on shifts that ended before midnight. For more than one-third the shifts ended at from midnight to 1:30 a. m., and two-fifths were scheduled to work until 2 or 2:30.

Actual hours worked were somewhat less than the scheduled hours of the firm, but two-fifths of all the women worked at least 40 hours and practically one-third worked 48. The hours worked by the curb-service waitresses are shown in the following summary.

<i>Hours worked</i>	<i>Percent of women</i>
Less than 28.....	27.7
28.....	20.0
Over 28, less than 40.....	12.3
40, less than 48.....	7.7
48.....	32.3

Week's earnings.

The cash wages of these women were extremely low, and it is apparent that supplemental earnings—meals and tips—were relied on to form a substantial part of the women's earnings. About three-fifths of the women (59 percent) received no cash wage at all, and about one in five of these had no meals. The extremes of earnings of those receiving a cash wage were 50 cents and \$9.60, nearly one-half of the women receiving \$3. Only about one-fifth of the women who received cash wages were given meals also.

<i>Weeks' earnings</i>	<i>Percent of women</i>
No cash wage-----	58.5
Less than \$2-----	6.2
\$2, less than \$3-----	7.7
\$3, less than \$4-----	21.5
\$6, less than \$10-----	6.2

For 60 of the women the amounts received in tips, as estimated by the management, ranged from \$2 to \$29. In practically every case estimated tips were higher than cash wages.

OFFICE WORKERS IN THE ESTABLISHMENTS SURVEYED ²

In the Women's Bureau study of District of Columbia industries the pay-roll data obtained for office workers in the establishments visited have been combined as one group to show the wage levels in such employment. Figures were reported for 1,776 office women, distributed among the various industries as follows:

<i>Industry</i>	<i>Office workers</i>
Total women.....	1, 776
Laundries.....	291
Dry cleaning.....	88
Manufactures.....	65
Department stores.....	1, 093
Ready-to-wear stores.....	129
Limited-price stores.....	8
Beauty shops.....	16
Hotels.....	35
Restaurants.....	51

Hours worked.

The number of hours worked by office women varied considerably from industry to industry, but in general hours were more regular for them than for the other workers in the same places of employment. The proportion of women who worked a full week of 40 hours or more ranged from 55 percent in ready-to-wear stores to 96 percent in laundries. More than nine-tenths (93 percent) in dry-cleaning establishments worked 48 hours, and a similar proportion in laundries worked over 40 and including 48 hours. Almost nine-tenths in department stores worked 45 hours. Nearly two-fifths in manufacturing had a week of 32 and under 40 hours, and almost as many (37 percent) worked 40 hours. In ready-to-wear shops the variation was much greater; three-eighths had a week of 32 and under 40 hours, three-tenths one of 45 hours, and one-fourth one of 48 hours.

Week's earnings.

The average week's earnings of office workers ranged from \$13.80 in dry-cleaning establishments to \$24.30 in manufacturing firms. In the other industries in which as many as 50 office women were employed—laundries, department and ready-to-wear stores, and restaurants—the averages varied only from \$16.50 to \$17.85. The accompanying table 13 shows the week's earnings in each industry.

The range of earnings of office workers was extremely wide, particularly in laundries and department and ready-to-wear stores, but in each industry the modal group on the basis of the 2-dollar intervals shown in the table contained at least one-fifth of the women. Nearly one-half of the office women in dry cleaning earned \$12 and under \$14, and more than three-tenths (32 percent) earned \$14 and under \$16. In each of the other industries the largest groups had one-fifth of the

² Excludes telephone service. For office workers in that industry, see p. 44.

TABLE 13.—*Week's earnings of women office workers in the establishments visited*¹

Week's earnings	Number and percent of women with earnings as specified											
	Laundries		Dry cleaning		Manufactures		Department stores		Ready-to-wear stores		Restaurants	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	291	100.0	88	100.0	65	100.0	1,093	100.0	129	100.0	51	100.0
Median earnings.....	\$16.50		\$13.80		\$24.30		\$16.60		\$16.70		\$17.85	
Less than \$4.....	2	0.7					8	0.7	2	1.6		
\$4, less than \$6.....	3	1.0					7	.6	1	.8	1	2.0
\$6, less than \$8.....	4	1.4	3	3.4			18	1.6	3	2.3		
\$8, less than \$10.....	11	3.8	2	2.3			8	.7	3	2.3		
\$10, less than \$12.....	4	1.4	1	1.1			23	2.6	2	1.6		
\$12, less than \$14.....	48	16.5	43	49.9	1	1.5	156	14.3	13	10.1	6	11.8
\$14, less than \$16.....	58	19.9	28	31.8	4	6.2	225	20.6	26	20.2	5	9.8
\$16, less than \$18.....	61	21.0	6	6.8	5	7.7	204	18.7	22	17.1	15	29.4
\$18, less than \$20.....	53	18.2	1	1.1	4	6.2	167	15.3	17	13.2	4	7.8
\$20, less than \$22.....	12	4.1	2	2.3	9	13.8	92	8.4	17	13.2	8	15.7
\$22, less than \$24.....	15	5.2			7	10.8	65	5.9	8	6.2	3	5.9
\$24, less than \$26.....	9	3.1	1	1.1	13	20.0	47	4.3	6	4.7	4	7.8
\$26, less than \$28.....	2	.7			5	7.7	19	1.7	4	3.1	1	2.0
\$28, less than \$30.....	1	.3			4	6.2	10	.9			2	3.9
\$30 and more.....	8	2.7	1	1.1	13	20.0	39	3.6	5	3.9	2	3.9

¹ Too few workers for percent distribution reported in limited-price stores, beauty parlors, and hotels.

² 20 earned \$16; 2 earned \$17.

total, but the earnings of these groups varied with the industry, as follows: One-fifth in manufacturing earned \$24 and under \$26; in laundries one-fifth earned \$16 and under \$18 and nearly as many earned \$14 and under \$16; and one-fifth each in department and ready-to-wear stores earned \$14 and under \$16. In independent restaurants, where almost three-fifths of the women received one or more meals also, the largest group, three-tenths of the total, earned \$16 and under \$18. None in manufacturing earned less than \$12, but in the other industries the proportion with earnings of less than \$12 ranged from 2 percent in restaurants to 9 percent in ready-to-wear stores. Unpublished figures, available in the Women's Bureau, reveal that in every industry a great majority of the women in this low-earnings group for whom time worked was reported had worked less than 32 hours. At the other end of the wage scale were one-fifth of the women in manufacturing, but less than one-twentieth in each of the other industry groups, who earned \$30 or more.

In laundries and dry-cleaning establishments all the women with earnings of \$12 or more for whom time worked was reported worked 40 hours or over. The proportions of women in department stores, ready-to-wear stores, and manufacturing plants with earnings of \$12 or more for at least 40 hours of work were respectively 98 percent, 59 percent, and 60 percent.

The former Minimum Wage Board did not set a separate rate for office workers, but they were covered by the rates set for the industries in which employed. On that basis wages of the office workers in the industries surveyed in 1937 are indicated here in relation to the former minimum-wage rates.

Week's earnings	Percent of women office workers ¹ with earnings as specified				
	Laundries (\$15)	Dry cleaning (\$15)	Department stores (\$16.50)	Ready-to-wear stores (\$16.50)	Restaurants ² (\$16.50)
Less than minimum rate.....	31.6	69.3	46.8	40.3	31.4
Same as minimum rate.....	11.0	18.2	8.4	14.0	2.0
More than minimum rate.....	57.4	12.5	44.8	45.7	66.7

¹ Too few office workers reported in hotels and limited-price stores for distribution.

² Exclusive of meals.

Nearly 32 percent of the office women in laundries earned less than the \$15 minimum set for that industry, and in dry-cleaning plants the extremely large proportion of 69 percent earned less than \$15.

In ready-to-wear shops, department stores, and restaurants the rate set for the industry was \$16.50. The proportions of office women earning less than this amount were, in the same order, 40, 47, and 31 percent.

Manufacturing plants were not covered by an order of the former board, but in contrast to stores and restaurants only 9 percent of the women doing office work in factories earned less than \$16.50.

Hourly earnings.

Hourly earnings were highest in manufactures, shown by an average of 64.1 cents, and lowest in dry-cleaning establishments, where the average was 28.1 cents, the highest earnings being 128 percent above the lowest. Average earnings in ready-to-wear stores (40 cents), laundries (37.5 cents), and department stores (36.7 cents) were roughly 40 percent below the average in manufactures.

Hourly earnings (cents)	Percent of women ¹ with earnings as specified				
	Laundries	Dry clean- ing	Manufac- tures	Depart- ment stores ²	Ready-to- wear stores ²
Median earnings.....	\$0.375	\$0.281	\$0.641	\$0.367	\$0.400
25, less than 30.....	8.7	63.5	-----	13.0	8.7
30, less than 35.....	29.7	29.7	1.6	25.2	17.3
35, less than 40.....	18.8	1.4	7.9	19.4	8.7
40, less than 45.....	23.2	2.7	6.3	23.8	34.6
45, less than 50.....	5.1	-----	3.2	4.9	7.1
50, less than 60.....	9.4	1.4	20.6	7.6	11.8
60, less than 75.....	3.6	1.4	41.3	4.6	10.2
75 and more.....	1.4	-----	19.0	1.3	.8

¹ Too few office workers for percent distribution reported in hotels, restaurants, beauty parlors, and limited-price stores.

² A small proportion—less than 1 percent—earned less than 25 cents.

Though less than one-half of 1 percent had average earnings below 25 cents (and these were all in stores), earnings of 25 and under 30 cents were received by an important proportion of the women. More than three-fifths of the women in dry-cleaning establishments earned 25 and under 30 cents, but less than one-tenth in laundries and ready-to-wear shops and just over one-eighth in department stores had such earnings. Lowest earnings in manufactures were 34 cents, and the largest proportion, four-fifths of the total, earned 50 cents or more. The largest group in laundries (30 percent) and in department stores (25 percent) earned 30 and under 35 cents, but in ready-to-wear stores the largest group (35 percent) earned 40 and under 45 cents.

TELEPHONE SERVICE

A survey of the telephone industry in the District of Columbia was made in June 1937, and pay-roll records of 1,600 operators and 495 office clerks employed by the telephone company were obtained. The large majority of the operators, 1,341 (84 percent), were experienced workers who had been employed for a year or more. The remaining 16 percent were practically equally divided between student operators, those in the first 6 months of employment, who numbered 133, and junior operators, those in the second 6 months of employment, of whom there were 126. Forty-four percent of the experienced operators were relief operators and were qualified to work at any position on the switchboard. A small number of women included with the experienced operators were public telephone attendants, service observers, and dial instructors. In addition, 156 regularly employed operators were reported as on leave of absence during the week surveyed; 79 were on vacation with pay, 58 were on furlough (leave without pay), and 19 were out because of sickness.

Because the telephone service must be available at all times, many of the operators work at night and on Sundays, and some of the relief operators may work both day and night shifts in a pay period. In the week recorded almost 9 percent of the operators were on night duty.

In the downtown business district each operator must work 1 out of every 4 Sundays, and in residence sections each operator works 2 out of every 3 Sundays. During June, 47 percent of the operators worked on one or more Sundays.

Although all operators are on a weekly rate of pay, they receive additional pay for evening, night, or Sunday work. When the operator works after 7 p. m. and up to and including 9 p. m. the additional pay is 20 cents a day, and when she works after 9 p. m. or on the all-night shift the additional pay is 40 cents a day. For each Sunday shift the additional pay equals 10 percent of the weekly rate. In the week recorded nearly five-sixths of the women received additional pay for evening, night, or Sunday work.

Hours worked.

All operators were on a full-time schedule of 5 days a week, but for regular operators the daily schedules were 7 or 8 hours and the weekly hours were 35 or 40. Operators on the day shift or night shift had an 8-hour day and a 40-hour week, but those on the straight afternoon and evening shift or the broken morning and evening shift had a 7-hour day and a 35-hour week. The relief operators frequently had both 7- and 8-hour days in 1 week, and consequently their weekly hours varied from 35 to 40.

Although the women generally worked the full schedule, some were absent one or more shifts because of sickness or because they had taken time off without pay. However, this group was small and only about 7 percent of the women in the present study worked less than 35 hours.

The largest group, 36 percent, worked 35 hours and the next largest group, 31 percent, worked 40 hours. None worked over 40 hours.

Hours worked	Women with hours worked as specified		
	All women	Women on straight pay	Women with additional pay ¹
Total number.....	1,600	274	1,326
	PERCENT		
Less than 35.....	7.3	6.9	7.4
35.....	36.3	-----	43.8
Over 35, less than 36.....	.9	.4	1.0
36, less than 37.....	8.9	2.2	10.3
37, less than 38.....	4.9	-----	6.0
38, less than 39.....	4.3	-----	5.1
39, less than 40.....	6.0	-----	7.2
40.....	31.4	90.5	19.2

¹ Additional pay for evening, night, or Sunday work.

More than nine-tenths of the day-shift women who received only the regular rate of pay worked 40 hours, but over two-fifths (44 percent) of those who received pay for evening, night, or Sunday work in addition worked 35 hours, and almost one-fifth worked 40 hours.

Due to the irregularity of hours worked by relief operators and the operators on broken shifts, the actual time worked and the spread of hours from beginning to end of day have been tabulated on the basis of employee-days, obtained by multiplying each daily work shift by the number of times such shift was worked by any woman. As shown below, 45 percent of the employee-days had 8 hours of actual work, and for this group the spread of hours exceeded the actual by only 1 hour, the usual lunch recess. On 55 percent of the employee-days actual time worked was 7 hours, but on three-tenths of these the spread of hours was 12 and less than 13; on one-fifth it was 13 and less than 14, only a negligible proportion exceeding 13; and on one-fifth it was 11 and less than 12. The spread of hours exceeded the actual by only the 1-hour lunch period on three-tenths of these employee-days.

Actual hours	Number of women	Number of employee-days	Percent of employee-days on which spread of hours was—				
			8	9	11, less than 12	12, less than 13	13, less than 14
Total.....	1,600	7,997	16.5	44.7	11.2	16.6	11.1
7.....	1,071	4,426	29.9	-----	20.1	29.8	20.1
8.....	931	3,571	-----	100.0	-----	-----	-----

¹ Details aggregate more than total because some relief operators worked on both hour shifts in one pay-roll period.

Week's earnings.

The earnings figures presented in this study are the actual amounts earned by the operators in a week in the first half of June 1937. The recent wage raise announced by the telephone company was not in effect at the time this survey was made, and consequently the amount of the raise is not shown in the figures given below. However, beginning the latter part of June, the increase in pay was to average about \$3 a week per person. New operators hired after June with less than 4 months' experience will receive \$1 more, those with 4 months and up to 5 years service will receive \$2 more, and those with more than 5 years service will receive \$3 more.

The average week's earnings of the 1,600 operators was \$22.03. Earnings ranged from \$1 to \$57, but, as shown in the accompanying table, more than two-thirds of the women earned \$18 but less than \$26. One-fifth earned \$22 and under \$24, slightly less than one-fifth earned \$24 and under \$26, and about one-ninth earned \$26 or more. The lowest rate of pay was \$14, but some of the women were absent on one or more shifts in the week studied and consequently their earnings fell below the weekly rate of pay. Seven percent worked less than 35 hours, but only 2 percent earned less than \$14.

TABLE 14.—*Week's earnings of women operators in telephone service*

Week's earnings	Women with earnings as specified		
	All women	Women on straight pay	Women with additional pay ¹
Total number.....	1,600	274	1,326
	PERCENT		
Less than \$14.....	2.0	3.6	1.7
\$14, less than \$16.....	8.7	31.4	4.0
\$16, less than \$18.....	10.1	6.2	10.9
\$18, less than \$20.....	16.1	2.6	18.9
\$20, less than \$22.....	12.7	8.8	13.5
\$22, less than \$24.....	20.2	32.8	17.5
\$24, less than \$26.....	18.8	4.0	21.9
\$26, less than \$28.....	5.4	5.5	5.4
\$28, less than \$30.....	3.0	.7	3.5
\$30 and more.....	3.0	4.4	2.8

¹ Additional pay for evening, night, or Sunday work.

For the day-shift workers who did not receive additional pay—that is, who had no evening, night, nor Sunday work—the average was \$21.56. The earnings of these women had an extremely wide range, with considerable concentration at two points—one-third earned \$22 and under \$24 and over three-tenths earned \$14 and under \$16. Five percent earned \$28 or more. The large proportion earning from \$14 to \$16 in this group is due to the fact that student operators usually are employed on the day shift.

For those who received additional pay, the week's earnings averaged \$22.12; 22 percent earned \$24 and under \$26, 19 percent earned \$18 and under \$20, and nearly as many earned \$22 and under \$24.

Hourly earnings.

Average hourly earnings for all operators were 56 cents. The average was 55 cents for the day operators on straight pay and 60.7 cents for those who received additional pay for evening, night, or Sunday work. No operator received less than 35 cents, and only one-fifth of the group received less than 50 cents. About one-third earned 50 and less than 60 cents, and three-tenths 60 and less than 70 cents.

Hourly earnings (cents)	Women with hourly earnings as specified		
	All women	Women on straight pay	Women with additional pay
Total number.....	1,600	274	1,326
	PERCENT		
35.....	5.3	31.0	-----
Over 35, less than 40.....	.8	2.9	0.4
40, less than 45.....	3.9	2.9	4.1
45, less than 50.....	10.3	1.8	12.1
50, less than 55.....	14.8	10.6	15.7
55, less than 60.....	18.8	¹ 36.2	15.3
60, less than 65.....	16.6	4.0	19.2
65, less than 70.....	13.9	5.5	15.6
70, less than 75.....	9.3	.7	11.0
75 and more.....	6.4	4.4	6.7

¹ Additional pay for evening, night, or Sunday work.

² Almost nine-tenths of this group at 55 cents even.

The largest group of those on straight pay, 36.2 percent, earned 55 and less than 60 cents, but, because so many student operators were on this day shift, almost as large a proportion, 31 percent, earned 35 cents. For those who received additional pay, earnings were somewhat higher; nearly one-fifth earned 60 and less than 65 cents, and roughly one-sixth were in each of the 5-cent earnings intervals of 50 and less than 55 cents, 55 and less than 60, and 65 and less than 70. None in this group earned so little as 35 cents.

Telephone operators in other industries.

In addition to data for the operators employed by the telephone company, pay-roll data were obtained for 50 operators employed in other industries. The majority (35) were in department stores, while the others were in laundry, dry-cleaning, and manufacturing establishments and ready-to-wear stores. Almost three-fourths of the 48 operators with hours reported worked 45 hours; over one-tenth worked 46 and 48 hours. Only four worked less than 40 hours.

Only about one-fourth of these operators earned as much as \$20, and well over one-half earned \$15 and under \$20.

Average hourly earnings ranged from 27 to 79 cents, but the majority earned 30 and less than 45 cents; about one-fifth fell in each of the 5-cent intervals, 30 and less than 35, 35 and less than 40, and 40 and less than 45 cents. Slightly more than one-sixth earned 50 cents or more.

Office workers in telephone service.

Wage and hour records were obtained for 495 women doing clerical work in the telephone industry.

Nine-tenths of these employees worked a week of 37½ hours. Only 9 percent exceeded these hours—none exceeding 40—and only 5 women had a week of less than 37½ hours.

The earnings figures following do not include the wage increases of \$1 or \$2 a week that were to go into effect in the latter part of June. The distribution in the pay-roll week recorded was as follows:

Week's earnings	Office workers		Week's earnings	Office workers	
	Number	Percent		Number	Percent
Total number.....	495	100.0	\$20, less than \$22.....	38	7.7
Median earnings.....	\$25.38		\$22, less than \$24.....	101	20.4
Less than \$12.....	1	0.2	\$24, less than \$26.....	60	12.1
\$14, less than \$16.....	22	4.4	\$26, less than \$28.....	60	12.1
\$16, less than \$18.....	10	2.0	\$28, less than \$30.....	57	11.6
\$18, less than \$20.....	26	5.3	\$30 and more.....	120	24.2

The average for the group was \$25.38. One-fifth of the women earned \$22 and less than \$24; practically one-fourth earned \$30 or more.

Hourly earnings averaged 65 cents. The distribution follows:

Hourly earnings (cents)	Percent of women	Hourly earnings (cents)	Percent of women
Median earnings.....	\$0.65	45, less than 50.....	4.8
35, less than 40.....	1.2	50, less than 60.....	20.2
40, less than 45.....	4.0	60, less than 75.....	39.0
		75 and more.....	30.7

Only one-tenth of the women earned less than 50 cents an hour, the lowest average being 37½ cents, and three-tenths earned 77 cents or more.



