

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



WOMEN  
IN KENTUCKY INDUSTRIES  
1937



BULLETIN OF THE WOMEN'S BUREAU, No. 162

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON: 1938

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UNITED STATES DEPARTMENT OF LABOR

WOMEN'S BUREAU

WOMEN

IN KENTUCKY INDUSTRIES

1937



BUREAU OF THE WOMEN'S BUREAU, NO. 103

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# CONTENTS

	Page
Letter of transmittal.....	v
Introduction.....	1
Scope of the survey.....	2
Size of establishment.....	3
Hours of work.....	3
Week's earnings.....	4
Hourly earnings.....	5
Summary of chief findings.....	6
Factories.....	8
Introduction.....	8
Hours.....	9
Scheduled hours.....	10
Hours worked.....	10
Earnings.....	10
Average week's earnings.....	10
Distribution of week's earnings.....	11
Extent of piece work.....	11
Learners.....	12
Week's earnings and hours worked.....	12
Average hourly earnings.....	12
Distribution of hourly earnings.....	14
Year's earnings.....	14
Negro women.....	15
Retail stores.....	16
Introduction.....	16
Women regular employees.....	17
Hours of work.....	17
Week's earnings.....	18
Average week's earnings and hours worked.....	18
Earnings in department stores.....	19
Earnings in ready-to-wear stores.....	20
Earnings in limited-price or variety stores.....	21
Women part-time employees.....	21
Earnings and hours.....	21
Laundries.....	23
Introduction.....	23
Commercial laundries.....	23
Location and size.....	23
Hours of work.....	24
Week's earnings.....	25
Hourly earnings.....	26
Year's earnings.....	27
Hotel and restaurant laundries.....	27
Hours worked.....	27
Earnings.....	27
Dry-cleaning establishments.....	28
Hours.....	28
Week's earnings.....	28
Hourly earnings.....	29
Year's earnings.....	29
Hotels and restaurants.....	30
Introduction.....	30
Hours.....	31
Scheduled hours.....	31
Earnings.....	34
Week's earnings.....	34
Earnings and time worked.....	36
Tips.....	36
Rate of pay and scheduled weekly hours.....	37
Uniforms.....	38

## TABLES

	Page
1. Number of establishments visited and number of men and women they employed, by industry group-----	2
2. Week's earnings and hourly earnings of women, by industry group--	5
3. Number of establishments visited and number of men and women they employed, by industry—Factories-----	9
4. Week's earnings and hourly earnings of women—Factories-----	13
5. Number of establishments visited and number of men and women they employed—Retail stores-----	16
6. Week's earnings and hourly earnings of women—Retail stores-----	19
7. Number of establishments visited and number of men and women they employed—Laundries-----	23
8. Week's earnings and hourly earnings of women—Laundries-----	26
9. Week's earnings and hourly earnings of women—Dry cleaning-----	29
10. Number of establishments visited and number, sex, and race of their employees—Hotels and restaurants-----	31
11. Comparison of hours of work and spread of hours, long employee-days in hotels and restaurants-----	33
12. Week's cash earnings of women, by department in which employed and by whether or not receiving additions to wages—Hotels and restaurants-----	35

## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
Washington, April 19, 1938.

MADAM: I have the honor to transmit a report on the earnings and hours of women employed in the industries of Kentucky in the late months of 1937. The survey was made at the request of the Louisville League of Women Voters and the Kentucky Department of Agriculture, Labor, and Statistics.

I very much appreciate the courteous cooperation of the employers and other persons within the State who made this study possible.

The survey was conducted by Ethel L. Best, industrial supervisor, and the report has been written by Ethel Erickson, industrial supervisor, and by Ora Marshino and Arthur T. Sutherland, of the editorial division.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*

v

# WOMEN IN KENTUCKY INDUSTRIES, 1937

## INTRODUCTION

At the request of the Louisville League of Women Voters and the Kentucky Department of Agriculture, Labor, and Statistics a survey of women's wages and hours of work in the important woman-employing industries of Kentucky was made by the Women's Bureau of the United States Department of Labor in the late months of 1937. The industries covered were factories, retail stores, laundries, dry-cleaning establishments, and hotels and restaurants. The sample obtained was sufficiently large to be representative of the different types of establishment in each industry and of the different areas in the State.

The census of 1930 gave 146,678 as the number of gainfully employed women 10 years of age and over in Kentucky. The most important fields of work of these women were domestic and personal service, with 35 percent of the total, and manufacturing, professional service, and clerical occupations, each with about 14 percent. The chief woman-employing industries in manufacturing were clothing, cigars and other tobacco products, textiles, food products, and paper and printing. Each employment mentioned, except professional service and clerical occupations, is represented in the present study.

Later data on employment figures for men and women separately are not available, but the size of the industries covered is indicated by figures on total employment contained in recent reports of the Bureau of the Census. Reports of the Census of Manufactures and the Census of Business for 1935 gave 4,144 establishments and 86,114 men and women. The vast majority of the employees, 67,456, were in manufacturing industries, not all of which were included in the survey by the Women's Bureau. Important groups also were reported in the other industries included in this survey; 6,964 were in stores, including department, women's ready-to-wear, and limited-price or variety stores; 4,274 were in restaurants; 3,487 in hotels; 3,144 in laundries; and 789 in dry-cleaning plants.

According to a report of the State Planning Board, "the concentration of manufacturing is greater in Kentucky than in any other southeastern State." More than half of the total in 1929 was in the city of Louisville, and Louisville has relatively larger concerns than other cities in the State. Besides Louisville, important manufacturing centers are Covington, Newport, Henderson, Lexington, Owensboro, Paducah, and Ashland.<sup>1</sup> Data showing this marked concentration are given also in the Census of Manufactures report for 1935. In that year 49 percent of the workers reported were in

<sup>1</sup>Kentucky. State Planning Board. Progress Report, 1935, p. 11.

Louisville, and more than half of the total pay roll in Kentucky was paid to Louisville workers.

### Scope of the survey.

In the survey by the Women's Bureau, establishments in the various industries were scheduled in 33 cities and towns.<sup>2</sup> Pay-roll data were obtained in 359 establishments, and at the time of the survey these employed 41,418 workers. Of this number, 53 percent were women; by major industry group women comprised from 47 percent of the workers in factories to 83 percent of those in laundries. The distribution of the workers, by industry and by sex, is shown in the scope table following.

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

Industry group	Number of establishments	Number of employees		
		Total	Men	Women
Total—All industries.....	1 359	2 41,418	3 19,599	21,819
Factories.....	1 155	31,537	16,706	14,831
Clothing.....	25	24,270	2 637	3,633
Distilled liquors.....	12	2,417	1,480	937
Drugs and chemicals.....	4	226	173	53
Food products.....	25	3,186	2,049	1,137
Leather products.....	3	1,001	535	466
Metal products.....	13	6,264	5,310	954
Paper boxes.....	3 4	251	137	114
Printing and publishing.....	11	817	621	196
Textiles.....	14	3,617	1,301	2,316
Tobacco and its products.....	15	4,763	1,769	2,994
Wood and metal furniture.....	7	1,492	1,421	71
Wooden boxes and baskets.....	3 4	679	584	95
Other manufacturing.....	19	2,554	689	1,865
Stores.....	93	4,631	992	3,639
Department.....	41	2,954	791	2,163
Ready-to-wear.....	26	877	114	763
Limited-price or variety.....	26	800	87	713
Laundries.....	4 60	2,057	342	1,715
Dry cleaners.....	5 28	288	92	196
Hotels and restaurants.....	63	2,965	1,467	1,438
Hotels.....	18	1,644	972	672
Restaurants.....	6 45	1,261	495	766

<sup>1</sup> Details aggregate more than total, because some establishments appear in more than 1 industry group.

<sup>2</sup> 1 firm did not report number of men.

<sup>3</sup> 1 plant making paper boxes and wooden boxes is entered in both industries.

<sup>4</sup> Includes 8 laundries in hotels or restaurants.

<sup>5</sup> 21 were operated as departments of laundries.

<sup>6</sup> Includes 11 restaurants in stores.

Almost three-fifths (59 percent) of all workers reported were employed in Louisville. By industry, the proportion in Louisville varied from 56 percent of the workers in laundries and dry-cleaning establishments, 58 percent of those in factories, and 60 percent of those in stores, to 72 percent of those in hotels and restaurants. All the workers reported in the paper-box and drug and chemical industries, and more than 70 percent of those in the furniture, food, metal,

<sup>2</sup> The places visited are as follows: Bardstown, Bellevue, Benton, Bowling Green, Covington, Dayton, Elizabethtown, Frankfort, Fulton, Grahamton, Henderson, Hickman, Hopkinsville, Irvine, Lawrenceburg, Lebanon, Lexington, Louisville, Madisonville, Mayfield, Maysville, Middlesborough, Mount Sterling, Murray, Newport, Owensboro, Paducah, Princeton, Ravenna, Richmond, Shelbyville, Somerset, and Winchester. The size of the places ranges from a population of under 1,000 to one of over 300,000; 6 had under 2,500, 8 had 2,500 and under 5,000, 8 had 5,000 and under 10,000, 6 had 10,000 and under 25,000, and 5 had more than 25,000.

tobacco, and printing and publishing industries were in Louisville. In all other manufacturing industries the majority of the workers were in other cities.

### Size of establishment.

Laundries, dry cleaners, and hotels and restaurants generally were small establishments, and very few of those reported employed as many as 100 workers; only 3 laundries, 4 hotels, and 2 independent restaurants employed 100 or more workers, and no dry-cleaning plant had so many as 40. Nearly two-thirds of the dry cleaners employed fewer than 10 workers, two-thirds of all restaurants employed fewer than 25, and well over half of the laundries had fewer than 30.

Ready-to-wear stores and the limited-price group generally were small establishments, as over three-fifths of the former and nearly half of the latter employed less than 25 workers. However, 2 ready-to-wear shops and 1 in the limited-price group employed as many as 100 persons. Department stores were much larger; one-seventh of them had 100 or more workers, the largest employing over 700. Nearly two-fifths, however, had fewer than 25.

Over two-fifths of the factories employed 100 or more workers—1 nearly 4,000 and 15 others over 500. Just over one-fourth had 50 and less than 100 workers. Industries with establishments employing 500 or more workers were the following: Clothing (three plants), textiles (three), tobacco (three), distilled liquors (two), metal products (two), leather products (one), furniture (one), and the miscellaneous group (one).

### Hours of work.

The Kentucky law regulating the hours of work of women prohibits their employment for more than 10 hours in any one day or 60 hours in any one week. Of the 43 States that regulate weekly hours for women, by limiting either the number of hours that may be worked in a week or the number that may be worked in a day, only 9 permit a workweek as long as 60 hours.

The scheduled hours of an establishment are the usual hours required of employees, day after day, by the management, deviations from the schedule constituting overtime or undertime.

The scheduled or normal working hours, reported for 17,611 women, varied considerably in the different industries, but for only a negligible number of these women was the week as long as the 60 hours permitted by law; in fact, for only 15 percent of them did the week exceed 48 hours, and for 53 percent it was 40 hours or less. This was particularly true of the manufacturing industries, where 60 percent of the women were scheduled to work 40 hours, and less than 10 percent were scheduled to work as long as 48 hours. In stores the most common scheduled hours were 45 and less than 48; by type of store the proportion on such a schedule varied from 62 percent in the limited-price group to 78 percent in department stores and 80 percent in the ready-to-wear shops. In each of the other industry groups, except store restaurants, the prevailing schedule of hours was 48 or more, though in independent laundries and in dry-cleaning establishments over a third of the women had a week of over 44 and under 48 hours. In store restaurants—generally serving only one or two

meals—65 percent of the women were on a schedule of 40 hours or less.

For a considerable number of the women, the actual hours worked were much shorter than the scheduled hours. As shown in the summary following, only in dry cleaning did as many as half the women work 48 hours or more in the week reported, though in stores the large majority worked as long as 44 but under 48 hours. In laundries about equal proportions of women worked less than 40 hours and 48 hours or more, the proportion being just over three-tenths in each case. Approximately half the women in the factories surveyed worked under 40 hours, and over three-tenths worked 40 and under 44. The manufacturing industries in which 50 percent or more of the women worked less than 40 hours were wooden boxes and baskets, paper boxes, textiles, and distilled liquors. Over half of those in the tobacco industry worked 40 hours.

Industry group <sup>1</sup>	Number of women reported	Percent of women who worked—			
		Under 40 hours	40, under 44 hours	44, under 48 hours	48 hours and over
Total.....	14,607	39.8	24.0	21.7	14.4
Factories.....	10,293	<sup>2</sup> 49.8	<sup>3</sup> 31.0	9.5	9.7
Stores (excluding part-time workers).....	2,636	7.4	2.1	<sup>4</sup> 70.0	20.5
Department.....	1,642	6.9	2.0	73.6	17.5
Ready-to-wear.....	629	9.7	1.7	69.9	18.8
Limited-price or variety.....	365	5.2	3.3	54.2	<sup>5</sup> 37.3
Laundries.....	1,509	<sup>6</sup> 30.7	16.3	21.4	<sup>7</sup> 31.5
Dry cleaners.....	169	18.9	9.5	17.2	<sup>8</sup> 54.4

<sup>1</sup> In hotels and restaurants the variety of shifts made the figures noncomparable.

<sup>2</sup> 30.8 percent worked under 35 hours.

<sup>3</sup> 24.5 percent worked 40 hours.

<sup>4</sup> 33.8 percent worked 45 and under 46 hours, 33.8 percent worked 46 and under 48.

<sup>5</sup> 22.2 percent worked 48 hours.

<sup>6</sup> 14.8 percent worked under 35 hours.

<sup>7</sup> 23.0 percent worked 50 hours and over.

<sup>8</sup> 37.9 percent worked 50 hours and over, 10.7 percent worked over 55 to 70.

### Week's earnings.

Average week's earnings were not high. They ranged from \$8 or \$9 in hotels and restaurants, where wage supplements are common, to \$14.40 in ready-to-wear stores, the best-paying of all the groups. When it is realized that the form of average used in this study—the median—represents the midpoint, with half the amounts falling below it, the general level of Kentucky wages cannot be considered encouraging. The women in ready-to-wear stores, 32 percent of whom earned at least \$16 and 16 percent at least \$20, had the most favorable earnings. Factories, dry cleaners, and department stores followed, with respectively 27 percent, 24 percent, and 22 percent at \$16 and over. Only 6 percent of the women in limited-price stores and only 1 percent of those in laundries had earnings of \$16 or more.

Considering all manufacturing industries together, there was very little concentration of earnings; 27 percent, however, had earnings of \$14 and under \$17. As many as three-tenths earned less than \$10. In the metal and tobacco industries more than half the women earned at least \$16, and in distilled liquors, drugs and chemicals, furniture, and printing and publishing the majority earned \$14 and over.

Low-wage industries were wooden box and basket making, where more than half the women earned less than \$10, and food, clothing (chiefly cotton garments), and textiles, where half the women or more received less than \$12.

In laundries nearly nine-tenths (86 percent) of the women received less than \$12, over three-tenths (32 percent) less than \$8. Over two-fifths (42 percent) in dry-cleaning plants were paid less than \$12.

In hotels and restaurants, where tips and wage supplements in the form of meals are customary, the large majority of the women had cash earnings below \$12. Almost three-fourths in hotels and just over two-thirds in independent restaurants had cash earnings of less than \$10.

The earnings of the women reported are shown by industry group in the table following.

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

Industry group	Week's earnings						Hourly earnings					
	Number of women	Average earnings <sup>1</sup>	Percent of women who earned—				Number of women	Average earnings <sup>1</sup> (cents)	Percent of women who earned—			
			Under \$8	Under \$12	Under \$16	\$16 and over			Under 20 cents	Under 30 cents	Under 40 cents	40 cents and over
Factories	11,985	\$13.00	19.2	41.7	72.5	27.5	10,293	35.7	6.8	27.2	63.6	36.4
Stores (exclusive of part-time workers)	2,667	13.60	3.2	20.2	77.9	22.1	2,636	29.8	5.4	52.1	87.8	12.2
Department	1,671	13.70	2.8	17.9	77.9	22.1	1,642	30.0	3.1	50.6	89.3	10.7
Ready-to-wear	631	14.40	3.6	13.6	68.5	31.5	629	31.2	1.9	34.8	78.1	21.9
Limited-price or variety	365	12.40	4.1	42.1	94.0	6.0	365	26.4	21.6	88.1	97.8	2.2
Laundries	1,715	9.10	32.1	86.2	99.0	1.0	1,509	23.8	28.2	94.4	99.7	.3
Dry cleaners	196	12.65	10.3	41.9	76.5	23.5	169	27.6	7.7	61.6	94.1	5.9
Hotels <sup>2</sup>	3,672	8.20	46.6	83.8	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Independent restaurants <sup>2</sup>	621	8.65	42.4	78.4	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Store restaurants <sup>2</sup>	145	9.15	42.8	76.6	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

<sup>2</sup> Earnings are based on cash wages, excluding tips and allowance for lodging or meals.

<sup>3</sup> Includes 293 women employed in restaurant departments of hotels.

<sup>4</sup> Not obtainable.

<sup>5</sup> Hourly earnings not computed for women in hotels and restaurants.

## Hourly earnings.

It is apparent from the accompanying table that the highest hourly earnings were in factories, followed by ready-to-wear stores and department stores, each with average earnings of at least 30 cents. The lowest earnings were in laundries, where the average was only 20.8 cents.

The two largest groups in factories, together comprising 58 percent of the women, are shown by unpublished figures to have earned 35 cents and over; in department stores and ready-to-wear stores, 68 and 62 percent, respectively, earned 25 and under 35 cents; and in limited-price stores 51 percent earned 25 and under 30 cents. Well over three-fourths (78 percent) of the women in laundries earned less than 25 cents an hour. Hourly earnings in hotels and restaurants were not available.

## SUMMARY OF CHIEF FINDINGS

Date of survey: Fall of 1937.

## Scope of survey.

Establishments visited in 33 cities and towns.....	359
Number of women they employed.....	21,819
68 percent of the women were in factories.	
17 percent were in stores.	
8 percent were in laundries.	
7 percent were in hotels and restaurants.	
1 percent were in dry cleaners.	

## FACTORIES

(Pay-roll data for 11,985 women)

## Hours.

Scheduled hours of work were chiefly 8 a day and 40 or less a week. Not far from three-fifths of the women had a 5-day week.

In the pay-roll week recorded, 74 percent of the women worked 40 hours or less.

## Earnings.

Average week's earnings, all industries combined, were \$13.

Averages ranged from \$8 and under \$9 in hosiery, in wooden boxes and baskets, and in the miscellaneous clothing group, to \$16 and under \$17 in metal products and in cigars and cigarettes.

Almost three-fourths of the women earned less than \$16; more than two-fifths earned less than \$12. Only 5 percent earned \$20 or more.

Average hourly earnings were 36 cents. Averages ranged from 24 cents in wooden boxes and baskets to 46 cents in men's suits and overcoats.

Average year's earnings, obtained for 739 women, were \$675.

## RETAIL STORES

(Pay-roll data for 2,667 women)

## Hours.

Scheduled hours of work were chiefly 7½ a day and 45 and under 48 a week.

## Earnings.

Average week's earnings, all types of store, were \$13.60.

Averages were \$14.40 in ready-to-wear stores, \$13.70 in department stores, and \$12.40 in the limited-price group.

Almost four-fifths of the women earned less than \$16; one-fifth earned less than \$12. Only 9 percent earned \$20 or more.

Hourly earnings of almost two-thirds of the women were 25 and under 35 cents, much the larger part being 25 and under 30.

## COMMERCIAL LAUNDRIES AND DRY CLEANERS

(Pay-roll data for 1,822 women)

## Hours.

Scheduled hours of work in laundries and dry cleaners were chiefly over 44 but under 54.

In the pay-roll week recorded, 23 percent of the women in laundries and 38 percent of those in dry cleaners worked 50 hours or more. In dry cleaners, 7 percent worked at least 60 hours.

## Earnings.

Average week's earnings were \$9.05 in laundries and \$12.65 in dry cleaners. In laundries 87 percent of the women earned less than \$12; in dry cleaners, 28 percent earned \$15 and over.

Hourly earnings of 77 percent of the women in laundries were below 25 cents; for only 6 percent of the women were they 30 cents or more. In dry cleaners, 39 percent of the women earned at least 30 cents an hour, and 15 percent earned 35 cents or more.

Year's earnings of 137 women in laundries averaged \$513.

## HOTELS AND RESTAURANTS

(Pay-roll data for 1,438 women)

### Hours.

Scheduled hours of work were chiefly these: Over 40 and under 48; 48; and over 48 but under 56. Daily hours on duty were chiefly 9 or less, but the spread from beginning to end of day was long. In hotels 63 percent and in independent restaurants 23 percent had a 7-day week.

### Earnings.

Average week's earnings in cash were \$8.20 in hotels, \$8.65 in independent restaurants, and \$9.15 in store restaurants.

One or more meals daily were given to 44 percent of the women in hotels (almost exclusively the dining-room and kitchen workers), to 75 percent of those in store restaurants, and to 82 percent of those in independent restaurants.

## FACTORIES

### Introduction.

Kentucky occupies a middle position among States in the field of manufacturing. According to the 1935 Census of Manufactures it ranks twenty-second in value of manufactured products, twenty-fifth in amount of wages paid, and twenty-sixth in number of wage earners. In two industries—the manufacture of tobacco products and the production of distilled liquors—it ranks among the most important States in the country. In the fiscal year 1937 Kentucky produced more than one-third of the distilled liquors made in the United States. In 1936 it ranked third among the States in the production of smoking and chewing tobacco and snuff, and also in the production of cigarettes, though the production of the last named is far below that of the two leading States. Both the tobacco and distilled-liquor industries are important sources of employment to women wage earners in the State.

The Census of Manufactures for 1935 reported 1,637 establishments in Kentucky, with an average for the year of 67,456 wage earners, but the sex of the workers was not reported and no census since that of 1929 shows the number of women.

Louisville is the chief manufacturing center, having a little more than one-third of the establishments in the State and almost one-half of the wage earners.

Outside of Louisville and Jefferson County, the only concentration of factories by type of product is in the manufacture of hosiery and of distilled liquors. A number of hosiery mills are situated in Paducah and a few small towns in the extreme west, and distilleries are found in a group of counties in the central part of the State. Many of the distilleries have bottling rooms, and the greater proportion of the wage earners in these bottling departments are women.

Exclusive of Louisville, Kentucky has only 12 cities with a population of 10,000 and over. Some manufacturing is done in nearly all these, and important plants are scattered here and there in smaller towns throughout the State.

The Women's Bureau survey in the fall of 1937, in which only plants employing at least 5 women were included, covered 155 establishments with 31,537 wage earners, of whom 14,831 were women. The women were fairly equally divided between plants in Louisville and plants in other places in the State. With the exception of three establishments with such large numbers of employees that the data copied were limited to every second, third, or fourth woman on the pay roll, earnings were obtained for all women employees except the supervisory, office, and maintenance staffs.

The effort was made to secure sample data from every woman-employing industry in the State and from all sections of the State. Besides Louisville, the places in which data were obtained were

Bardstown, Bellevue, Benton, Bowling Green, Covington, Dayton, Elizabethtown, Frankfort, Fulton, Grahamton, Henderson, Hickman, Hopkinsville, Irvine, Lawrenceburg, Lebanon, Lexington, Mayfield, Maysville, Middlesborough, Mount Sterling, Murray, Newport, Owensboro, Paducah, Princeton, Richmond, Shelbyville, and Winchester. Table 3 gives for each industry surveyed the number of plants and employees covered.

TABLE 3.—Number of establishments visited and number of men and women they employed, by industry—Factories

Industry	Number of establishments	Number of employees					
		Total	Men	Women			
				Number	Per cent	White	Negro
All manufacturing.....	155	31,537	16,706	14,831	100.0	14,307	524
Clothing.....	25	2,270	2,637	3,633	24.5	3,490	143
Men's suits and overcoats.....	6	2,959	2,228	731	4.9	731	.....
Men's and women's cotton garments.....	10	2,599	250	2,349	15.8	2,263	86
Men's furnishings.....	6	351	95	256	1.7	199	57
Other clothing <sup>2</sup> .....	3	361	64	297	2.0	297	.....
Distilled liquors <sup>4</sup> .....	12	2,417	1,480	937	6.3	937	.....
Drugs and chemicals.....	4	226	173	53	.4	42	11
Food products.....	25	3,186	2,049	1,137	7.7	1,056	81
Bakery products.....	6	591	325	266	1.8	265	1
Candy <sup>5</sup> .....	4	531	222	309	2.1	309	.....
Meat-packing products.....	10	1,279	1,001	278	1.9	198	80
Other food <sup>6</sup> .....	5	785	501	284	1.9	284	.....
Leather products.....	3	1,001	535	466	3.1	466	.....
Metal products.....	13	6,264	5,310	954	6.4	954	.....
Paper boxes.....	7	251	137	114	.8	113	1
Printing and publishing.....	11	817	621	196	1.3	196	.....
Textiles.....	14	3,617	1,301	2,316	15.6	2,316	.....
Hosiery.....	5	1,464	425	1,039	7.0	1,039	.....
Other textiles <sup>7</sup> .....	9	2,153	876	1,277	8.6	1,277	.....
Tobacco and its products.....	15	4,763	1,769	2,994	20.2	2,707	287
Cigars and cigarettes.....	4	3,460	1,152	2,308	15.6	2,308	.....
Other tobacco <sup>8</sup> .....	11	1,303	617	686	4.6	399	287
Wood and metal furniture <sup>10</sup> .....	7	1,492	1,421	71	.5	71	.....
Wooden boxes and baskets.....	7	679	584	95	.6	95	.....
Other manufacturing <sup>11</sup> .....	19	2,554	689	1,865	12.6	1,864	1

<sup>1</sup> Wage data were obtained for 11,985 women.

<sup>2</sup> 1 firm did not report number of men.

<sup>3</sup> Riding apparel and boys' clothing.

<sup>4</sup> Includes 1 plant making wine, but women do bottling as in other places.

<sup>5</sup> Includes 1 establishment making preserved fruits, and so forth.

<sup>6</sup> Dairy products, macaroni, pickles, and so forth.

<sup>7</sup> 1 plant making paper boxes and wooden boxes is entered in both industries.

<sup>8</sup> Yarns, thread, and cordage, webbing, blankets, and special weaves.

<sup>9</sup> Chewing and smoking tobacco. Includes 2 plants doing tobacco rehanding.

<sup>10</sup> Besides furniture some plants make carpet sweepers, kiddie cars, organs, screens, blinds, and so forth.

<sup>11</sup> Industries with too few establishments for separate classes. Includes bags, brooms and mops, caskets and robes, electric lamps and tubes, ice-cream cones, machinists' rage, mattresses and bedding, mirrors, pottery, tents and awnings, tinsel and trimmings, and others.

### HOURS

The Kentucky law governing the length of the working day and week for women was passed in 1912. It provides that women shall

not be employed for longer than 10 hours in 1 day or 60 hours in 1 week.

### Scheduled hours.

The data secured in the recent survey indicate that industry has been more progressive in limiting hours of work for women than has the legislature. Not far from three-fifths of the manufacturing establishments were on a 5-day week. Three-fourths (76 percent) of the women employees had a scheduled workweek of 40 hours or less, 60 percent being on a schedule of exactly 40 hours. Only 6 percent (732 women) were employed in plants with a schedule of 50 hours or more, and no plant had a schedule of 60 hours.

An 8-hour day was the schedule in the largest number of factories; more than three-fifths of the women had such hours. Slightly over one-fifth had a schedule shorter than 8 hours. Six establishments, employing a total of only 191 women, reported a 10-hour day, and all these had either a 5-day week or a short day on Saturday.

### Hours worked.

The percentage of women actually working 40 hours or less was almost identical with the percentage having such schedules—respectively 74 percent and 76 percent. But when the figures are broken down into groups of those working exactly 40 hours and those working a shorter time, this difference appears: Whereas scheduled hours show almost four times as many women at 40 hours as at below 40, the hours worked show only half as many women at 40 hours as at below 40. Absence from work for personal reasons may have been responsible for much of this short time.

About 10 percent of the women had worked 48 hours or over. Close to one-half of this group were in some branch of the clothing industry, and just over one-fifth were in food plants, candy accounting for the greatest number. Candy was the only industry with any considerable number of women working over 55 hours.

## EARNINGS

### Average week's earnings.

Data on week's earnings were secured for 11,985 women, or 81 percent of those employed in the plants studied. The number of hours worked during the week was reported for 10,293 women. The average week's earnings<sup>1</sup> of all women in manufacturing, regardless of number of hours worked, were \$13.

Average week's earnings in Louisville plants were \$14.60, but in the group of other cities and towns they were only \$11.20. Short time or undertime was more prevalent in establishments outside Louisville, more than three-fifths of the women in other places in contrast to well under two-fifths in Louisville having worked less than 40 hours. Further, in a number of industries hourly earnings were very much lower in the smaller places, candy manufacturing being a notable exception to this.

The miscellaneous clothing group, hosiery, and wooden boxes and baskets had the lowest average week's earnings, all being less than \$9.

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

Metal products (\$16.50), cigars and cigarettes (\$16.40), furniture (\$15.60), and men's suits and overcoats (\$15) are the only industries in which average week's earnings were \$15 and more.

The exceedingly low average of \$4.75 was found for the tobacco industry in the group of places other than Louisville. This was brought about by the inclusion in this group of two rehandling plants. Exclusive of these plants, the average is \$8.25. It was reported that many women in the rehandling plants worked very irregularly, but as time records were not furnished it cannot be stated whether the low earnings were due to the rates of pay or to short time.

If the rehandling plants be omitted, practically all the women were employed in the chewing- and smoking-tobacco branch of the industry, in which wages in the plants outside of Louisville compare most unfavorably with those of Louisville. Though the figure for this branch of the industry in Louisville cannot be shown separately because only two plants were surveyed there, it may be stated that the average week's earnings of women in these plants were more than double the average for plants in other places in the State.

#### **Distribution of week's earnings.**

The distribution of week's earnings may be judged from the cumulative percents as shown by industry in table 4 on page 13.

Thirty percent of the women employed in factories had earned less than \$10 in the week studied; 10 percent had earned less than \$5. From more detailed figures than appear in table 4, it is apparent that there was no concentration at any dollar interval, the highest proportion at one point being only 12 percent at \$16 and under \$17. Sixteen percent of the women earned \$17 or more. The remaining 43 percent had earnings in the groups \$10 and under, \$16, the maximum proportion in any single interval being 9 percent, at \$14 and under \$15.

Nearly three-fifths of the women in wooden box and basket plants earned under \$10. The two industry groups, clothing and textiles, that account for almost one-half of the women in the study, had the next highest percentages of women earning under \$10 a week—39 percent in textiles and 38 percent in clothing. In the men's suit and overcoat branch of the clothing industry, however, only 11 percent of the women earned less than \$10.

In the highest class of weekly earnings, \$16 and over, the tobacco group ranked best with 57 percent of its women employees so paid, followed closely by metal products with 56 percent; furniture ranked third with 44 percent, and printing and publishing and distilled liquors followed, each with 41 percent. Among the industries with very small percentages of women earning \$16 or more, wooden boxes and baskets ranked lowest, with only 4 percent of its women so paid. Food products, drugs and chemicals, and textiles followed, with respectively 12, 13, and 14 percent of their women employees earning \$16 or more a week.

#### **Extent of piece work.**

For all but five women it was reported whether they were paid at piece rates or at time rates. Forty-five percent of them were paid according to the time worked, very large numbers having an hourly

rate. The others were paid straight piece rates (49 percent of the women) or were under systems combining piece and time, paying piece rates to a group, or other plan (6 percent).

In the various industry groups the proportions of women paid at piece rates were as follows: Leather products, 85 percent; clothing, 80 percent; wooden boxes and baskets, 55 percent; metal products, 52 percent; paper boxes, 49 percent; textiles, 48 percent. There were no piece workers in distilled liquors, in printing and publishing, nor in the small group in drugs and chemicals; only one-third of the women in the tobacco industry, a little over one-fifth of those in food products, and only one-tenth of those in the furniture industry were on straight piece rates.

### Learners.

Just over 300 learners were found on the pay rolls of 25 manufacturing establishments. They constituted only 2½ percent of all women with earnings reported.

Learners have not been excluded from the wage tables. In spite of the fact that their average hourly earnings were not much more than half the average of more experienced women—19.1 cents for learners and 35.9 cents for other women—their number was so small that their inclusion reduced the average hourly earnings of all women by only one-fifth of a cent and the average weekly earnings by only 15 cents.

### Week's earnings and hours worked.

The average week's earnings of \$8.80 for the women who had worked less than 35 hours in the pay-roll week taken (31 percent of the total) emphasize the hardship of short hours on the woman wage earner unless compensated at higher rates. In only three industries with 50 or more women at these hours—metal, tobacco, and leather products—did women working less than 35 hours average more than the figure for all manufacturing.

The average for women working 35 but under 40 hours was \$14.70. In establishments making tobacco products, metal products, and distilled liquors, the averages for a workweek of this length were respectively \$16.05, \$16.20, and \$16.55. For women working 40 hours or more in the week, the average earnings for all manufacturing were \$14.85. In the five industries with averages shown that exceed this figure, the amounts were \$15.70 for printing and publishing, \$16.55 for the tobacco group, \$16.65 for wood and metal furniture, \$18.05 for distilled liquors, and \$18.35 for metal products.

### Average hourly earnings.

Hourly earnings—computed separately for each woman by dividing her week's earnings by the number of hours she worked—are the key to basic pay rates and indicate the possibilities in week's earnings if employment is stabilized. Data on this item were secured for 10,293 women in 132 establishments. For all women in manufacturing, the average hourly earnings were 36 cents. They ranged from 24 cents in wooden boxes and baskets to 46 cents in men's suits and overcoats. For Louisville the average was 37 cents, and for other cities and towns it was 34 cents.

TABLE 4.—Week's earnings and hourly earnings of women—Factories

Industry	Week's earnings									Hourly earnings					
	Total number of women	Average earnings <sup>1</sup>		Percent of total women who earned—					Total number of women	Average earnings <sup>1</sup> (cents)	Percent of total women who earned—				
		All women	Women who worked 40 hours or more	Under \$10	Under \$12	Under \$14	Under \$16	\$16 and over			Under 25 cents	Under 35 cents	Under 45 cents	45 cents and over	
															Number
All manufacturing.....	11,985	\$13.00	5,166	\$14.85	29.8	41.7	57.6	72.5	27.5	10,293	35.7	15.3	42.1	85.9	14.1
Clothing.....	3,370	11.50	1,400	12.90	38.2	53.9	70.9	82.7	17.3	2,700	30.6	23.6	64.1	86.2	13.8
Men suits and overcoats.....	731	15.00	93	(2)	10.8	24.8	40.6	56.9	43.1	557	46.2	2.7	13.3	43.8	56.2
Men and women's cotton garments.....	2,086	10.85	1,147	(2)	43.7	58.8	78.1	89.7	10.3	1,909	28.5	28.7	77.8	97.1	2.9
Men's furnishings.....	256	11.10	137	(2)	40.2	64.5	75.8	83.6	16.4	208	31.4	27.9	69.7	97.1	2.9
Other clothing.....	297	8.45	23	(2)	65.3	82.8	90.6	96.6	3.4	26	(3)	(2)	(2)	(2)	
Distilled liquors.....	937	14.30	104	18.05	32.0	38.1	48.0	59.3	40.7	934	43.5	1.4	12.5	84.7	15.3
Drugs and chemicals.....	53	14.45	36	(2)	5.7	30.2	34.0	86.8	13.2	42	(2)	(2)	(2)	(2)	(2)
Food products.....	1,137	12.05	711	13.60	33.9	49.5	70.9	88.4	11.6	1,053	30.6	27.0	66.8	97.8	2.2
Bakery products.....	266	12.95	209	(2)	20.7	38.7	66.2	93.2	6.8	258	32.6	27.1	55.4	90.2	.8
Candy.....	309	11.80	187	(2)	31.1	52.1	73.5	86.7	13.3	309	29.3	42.1	62.8	93.5	6.5
Meat packing products.....	278	13.00	147	(2)	39.2	44.6	57.9	80.6	19.4	234	32.6	.4	59.0	99.6	.4
Other food.....	284	10.75	168	(2)	44.4	61.6	85.2	93.3	6.7	252	27.5	32.9	90.5	106.0	
Leather products.....	466	13.65		14.80	17.1	28.7	54.4	69.7	30.3	466	35.5	11.6	47.7	81.3	18.7
Metal products.....	954	16.50	558	18.35	5.3	10.8	23.4	43.6	56.4	842	43.5	.5	12.7	57.1	42.9
Paper boxes.....	114	13.80	30	(2)	19.3	36.9	51.8	69.3	30.7	78	41.8	1.3	26.9	83.3	16.7
Printing and publishing.....	196	14.95	153	15.70	13.2	19.4	38.3	59.2	40.8	191	35.8	8.4	38.2	81.7	18.3
Textiles.....	2,316	11.60	732	14.55	38.8	53.8	67.3	86.5	13.5	2,083	35.5	18.6	37.6	90.9	9.1
Hosiery.....	1,039	8.85	230	(2)	57.3	65.6	76.6	84.6	15.4	845	26.9	43.3	72.2	85.1	14.9
Other textiles.....	1,277	12.65	502	(2)	23.9	44.2	59.8	88.3	11.7	1,238	35.8	1.7	13.9	94.8	5.2
Tobacco and its products.....	1,659	16.15	755	16.55	24.8	29.2	37.0	43.5	56.5	1,175	40.9	6.6	14.5	85.0	15.0
Cigars and cigarettes.....	973	16.40	529	(2)	6.3	9.6	16.8	22.6	77.4	770	41.0	1.3	3.6	95.6	4.4
Other tobacco.....	686	9.60	226	(2)	51.3	57.3	65.9	73.2	26.8	405	38.2	16.5	35.1	64.9	35.1
Wood and metal furniture.....	71	15.60	54	16.65	12.7	29.6	39.4	56.3	43.7	69	35.6	14.5	46.4	78.3	21.7
Wooden boxes and baskets.....	95	8.95	40	(2)	56.8	72.6	88.4	95.8	4.2	80	24.4	68.8	96.4	97.5	2.5
Other manufacturing.....	617	13.75	338	14.20	7.2	16.6	55.2	81.4	18.6	580	35.4	3.7	45.8	94.0	6.0

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

<sup>2</sup> Not obtainable.

<sup>3</sup> Not computed; base less than 50.

FACTORIES

13

Excluding the group averages for clothing, food, textiles, and tobacco, 11 of the 19 figures shown for the State as a whole are below that for all industries. The highest hourly earnings found were in men's suits and overcoats, distilled liquors and metal products (alike), paper boxes, and cigars and cigarettes, all averaging above 40 cents an hour, and together accounting for more than three-tenths of all the women.

Unpublished figures show that Louisville establishments making metal products, distilled liquors, tobacco products, and paper boxes, and employing two-fifths of the women studied in that city, had average hourly earnings above 40 cents. In the group of other places, men's suits and overcoats and distilled liquors ranked the highest.

### Distribution of hourly earnings.

Other unpublished figures show that the range of hourly earnings was from less than 15 cents to more than 50 cents. Forty-four percent of the women, practically equally divided at the midpoint group, had hourly earnings of 35 and under 45 cents. The next largest concentration, 27 percent, had earnings of 25 and under 35 cents, with much less than half of this group below 30 cents.

For the various industries, 86 percent of the women in distilled liquors, 77 percent of those in the tobacco group, and 70 percent of those in metal products earned 40 cents or more an hour. Paper boxes, with 57 percent of the women at such earnings but with only a small total, ranked fourth. The heaviest concentration in the textile industry (43 percent of the women) was at 35 and under 40 cents.

Half the women in the food-industry group earned 30 but under 40 cents; two-fifths of those in clothing earned 25 and under 35 cents. More detailed figures show that in the men's suit and overcoat branch of the latter group, three-fourths of the women earned 40 cents an hour or more, nearly two-fifths receiving 50 cents or more.

### Year's earnings.

Data on earnings throughout the year were requested for 10 percent of the women employees in each establishment visited. In many plants, however, such records were not available, and in plants employing large numbers of women much less than 10 percent of the year's records were copied. For these reasons, the total number for whom such data were obtained (739) is very much less than one-tenth of the women included in the study, and represents only 115 of the 155 establishments scheduled.

For this group of women the year's earnings averaged \$675. The figure undoubtedly would have been higher had not 79 plants lost time on account of the flood. All but 10 of these lost more than a week's time, and while only 8 reported being closed for 4 weeks or more, 2 actually had been closed for 6 and 8 weeks, respectively.

Time lost from other causes also contributed to reduce year's earnings. Information on the number of weeks worked was secured for 561 of the women, and more than one-fifth of them had lost over 4 weeks' time during the year. Four percent had lost as much as 10 weeks.

Selecting as a convenient dividing line \$700, a figure which represents approximately \$13.50 a week on a 52-week basis, 56 percent of the women were found to have earned less than this amount. Year's earnings below \$300 were found for less than 2 percent of the women; 13 percent earned \$300 and under \$500, and 42 percent—more than two-fifths of the whole group—earned \$500 and under \$700. In contrast to these figures it is encouraging to find that over one-third (35 percent) earned \$700 but less than \$900. The number earning \$900 and more represents only 9 percent of the total. Thirty-four women had earnings of \$1,000 or more, 2 receiving at least \$1,500.

The industries in which half or more of the women earned \$700 and above were paper boxes, tobacco products, furniture, men's suits and overcoats, metal products, and printing and publishing.

### NEGRO WOMEN

No separate figures for Negro women have been presented in this report. The number found in the establishments surveyed was only 524; 209 were employed on tobacco rehandling and 315 were in other lines of manufacturing.

Exclusive of the tobacco-rehandling plants, the chief groups were 78 women making prepared chewing and smoking tobacco, 80 in the poultry-dressing departments of meat-packing plants, and 143 in establishments making clothing. Four establishments employed Negro women only, and others employed Negroes exclusively in certain occupations.

None of the data secured indicate any difference in rates paid to Negro and white women working in the same occupation in the same establishment, but the figures serve to emphasize the lack of opportunities for employment of Negro women in the manufacturing industries of Kentucky.

## RETAIL STORES

### Introduction.

Employment in retail stores is one of the most significant fields of women's work, both in numbers employed and in general geographic extent. In the small nonindustrial community it is one of the few local work opportunities for women. The Census of Business for 1935 showed for Kentucky 64 department stores with an average for the year of 3,633 regular and part-time employees, 208 women's ready-to-wear stores with 1,110 employees, and 195 limited-price or variety stores with 2,221 employees. In the recent survey by the Women's Bureau, 93 stores with 3,639 women employees were covered. This group included 41 department stores with 2,163 women, 26 ready-to-wear stores with 763 women, and 26 limited-price or variety stores with 713 women. Women workers are preponderantly in the majority in these three types of stores, and in the Kentucky survey they comprised almost three-fourths of the employees in department stores and almost nine-tenths of those in ready-to-wear and the limited-price group of stores.

TABLE 5.—*Number of establishments visited and number of men and women they employed—Retail stores*

Type of store	State			Louisville			Other places in State		
	Estab-lish-ments	Men	Women	Estab-lish-ments	Men	Women	Estab-lish-ments	Men	Women
Total.....	93	992	3, 639	28	616	2, 164	65	376	1, 475
Department.....	41	791	2, 163	10	501	1, 297	31	290	866
Ready-to-wear.....	26	114	763	13	81	592	13	33	171
Limited-price or variety.....	26	87	713	5	34	275	21	53	438

The stores surveyed were not large; only 9 of the 93 had as many as 100 employees (1 had 700), and 44 had fewer than 25.

Stores included in the survey are representative of all parts of the State. Of the 93 establishments, 28 were in Louisville and 65 were in 18 other shopping centers. The list of the other places follows: Bowling Green, Covington, Frankfort, Henderson, Hopkinsville, Lebanon, Lexington, Madisonville, Mayfield, Maysville, Middlesborough, Mount Sterling, Newport, Owensboro, Paducah, Richmond, Somerset, and Winchester.

The data concerning women's wages and hours have been classed in two groups: Those for regular workers employed on a full-time weekly schedule, and those for part-time or extra workers employed to work at the busiest hours, or during special sales, on Saturdays, or as substitutes for regulars. In department stores 23 percent of the women, and in ready-to-wear stores 17 percent, were part-time work-

ers. The limited-price group had the highest proportion of part-time workers. Almost one-half (49 percent) of the women on the pay rolls of this type of store had only part-time work, a large number of them working only on Saturdays. The wage discussions in this report refer to regular workers unless the part-time or irregular group is specified.

Selling is, of course, the largest occupational field for women in stores. In the limited-price or variety stores the sales force is the only numerically important group, but in the department stores and the larger of the ready-to-wear establishments the alteration force and office force are significant proportions. In department stores about 66 percent of the women, in ready-to-wear stores 58 percent, and in the limited-price group about 91 percent, were engaged in selling. In the department stores the office workers were about 21 percent. Alteration workers naturally were a larger group in the ready-to-wear stores than elsewhere, remodeling of garments being a necessary practice and engaging 19 percent of the workers.

Other employees, such as stockroom workers, elevator operators, telephone operators, bundle and cash girls, and many others, comprised 8 percent of the regular employees in department stores and 11 percent of those in ready-to-wear stores. In all types of stores the great majority of part-time or extra employees were saleswomen.

## WOMEN REGULAR EMPLOYEES

### Hours of work.

In Kentucky stores the week's scheduled hours massed largely at 45 and under 48 hours, though in places other than Louisville there were significant proportions at more than 48 hours. For the regular staff, time lost usually may be attributed to personal reasons. The summary following shows the scheduled weekly hours of women regular employees in the State as a whole.

Type of store	Percent of women whose scheduled hours were—					
	Under 45	45, under 46	46, under 47	47, under 48	48	Over 48
Department.....	4.0	32.7	30.9	14.6	3.5	14.2
Ready-to-wear.....		69.7	6.2	3.8	11.3	9.1
Limited-price or variety.....			8.4	53.4	22.5	15.7

This tabulation of hours shows that almost 80 percent of the women in department stores had working hours of 45 and under 48. Ready-to-wear stores had the shortest scheduled hours (under 46 for 70 percent of the women) and the limited-price group had the longest (48 or more for 38 percent of the women). Unpublished figures show that hours tended to be much shorter in Louisville than in other cities and towns. Almost nine-tenths (87 percent) of the women in ready-to-wear stores in Louisville were scheduled to work 45 and under 46 hours, and about 85 percent of the women in Louisville department stores had weekly hours of less than 47. Uniformity of hours in the limited-price group in Louisville is evident

from the fact that all the women reported had a schedule of 47 and under 48 hours.

In the other places visited, the scheduled hours in stores were decidedly long for present-day standards. Hours of 48 and over were the schedule of 37 percent of the women in department stores, 58 percent of those in ready-to-wear stores, and 67 percent of those in the limited-price group.

Daily working hours ranged from 7½ to 9, with almost two-thirds of the women on a 7½-hour schedule. In Louisville no store in the limited-price group had a schedule of more than 7½ hours daily, and less than 10 percent of the women in department and ready-to-wear stores had daily hours as long as 8. In other places, however, more than one-half of the women in ready-to-wear and limited-price stores and one-third of those in department stores were scheduled to work 8 hours and more a day.

### Week's earnings.

The average earnings<sup>1</sup> of all the women regular employees included in the survey of Kentucky stores were \$13.60. From the standpoint of type of store, the lowest wage level was that of the limited-price group, the average being \$12.40, and the highest was that of the ready-to-wear group, \$14.40. Department stores fell between, with \$13.70.

Average earnings in Louisville were 3 percent higher than those for the State as a whole and 11 percent higher than those for other places in the State.

Unpublished figures show that for the State as a whole there was a concentration of earnings at two points—\$12 and under \$14 (37 percent) and \$14 and under \$16 (21 percent). The proportion of women with earnings of \$20 and over was small, and only in Louisville were as many as 10 percent earning this much. About one-sixth of the women in stores outside of Louisville had earnings of less than \$10.

### Average week's earnings and hours worked.

A tabulation of average earnings according to hours worked for the regular employees who were paid for 44 and more hours of work follows:

Type of store	Average earnings of women who worked—			
	44 hours	45 or 45½ hours	46, under 48 hours	48 hours
Department.....	\$15. 90	\$13. 70	\$14. 45	\$13. 80
Ready-to-wear.....	(1)	14. 40	14. 50	15. 80
Limited-price or variety.....	(1)	(1)	13. 35	9. 95

<sup>1</sup> Not computed; base less than 50 women.

In Louisville the women earning less than 25 cents were few, but in the other places they comprised one-third of the total. More than

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

three-fifths of the women in Louisville earned at least 30 cents an hour, but outside of the State's chief city less than three-tenths had such earnings.

A tabulation of week's earnings and hourly earnings, by type of store, follows:

TABLE 6.—*Week's earnings and hourly earnings of women—Retail stores*

WEEK'S EARNINGS							
Type of store	Number of women	Average earnings <sup>1</sup>	Percent of women who earned—				
			Under \$10	Under \$12	Under \$14	Under \$16	\$16 and over
Total.....	2,667	\$13.60	9.5	20.2	57.1	77.9	22.1
Department.....	1,671	13.70	6.6	17.9	54.9	77.9	22.1
Ready-to-wear.....	631	14.40	6.5	13.6	47.4	68.5	<sup>2</sup> 31.5
Limited-price or variety.....	365	12.40	27.9	42.1	84.0	94.0	6.0

  

HOURLY EARNINGS							
Type of store	Number of women	Average earnings <sup>1</sup> (cents)	Percent of women who earned—				
			Under 20 cents	Under 25 cents	Under 30 cents	Under 35 cents	35 cents and over
Total.....	2,636	29.8	5.4	14.8	52.1	79.8	20.2
Department.....	1,642	30.0	3.1	13.2	50.6	80.8	19.2
Ready-to-wear.....	629	31.2	1.9	6.2	34.8	68.4	31.6
Limited-price or variety.....	365	26.4	21.6	36.9	88.1	95.3	4.7

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

<sup>2</sup> 9.4 percent at \$20 and under \$25, 6.8 percent at \$25 and more.

### Earnings in department stores.

Average week's earnings for all women in department stores for whom earnings were reported were \$13.70; those for Louisville were 50 cents higher (\$14.20) and those for other places almost a dollar less (\$12.75). The greatest concentration of the earnings in all occupations combined was in the groups \$12 and under \$16, where 60 percent of the earnings fell. Among these 60 percent, the actual amounts were \$12.50 or \$13.50 in more than one-third of the cases and were \$14 or \$15 in more than one-fourth. For all occupations but office work, the greatest concentration in any single dollar group was at \$12 and under \$13. The summary following gives the wage distribution, by occupation, for the State. It should be remembered that earnings in Louisville tend to be somewhat higher and those in other cities in the State considerably lower.

Week's earnings	Total	Sales	Alteration	Office	Other
Number of women.....	1,671	1,095	102	344	130
Average earnings <sup>1</sup> .....	\$13.70	\$13.75	\$13.90	\$14.35	\$12.50

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

Office and alteration women in department stores had slightly higher earnings than the sales force, the average for alteration workers being 15 cents higher and that for office workers 60 cents higher. Only in the office group did as many as 10 percent of the women earn \$20 or more.

A correlation of hours worked and earnings shows that only 7 percent of the women in department stores who had earnings of \$12 or more in the pay-roll week transcribed worked less than 45 hours; 10 percent worked more than 48 hours. Forty-nine women with earnings of less than \$10 worked at least 45 hours, 30 of them working 50 and more.

The highest average week's wage (\$15.90) was that of the group working 44 hours. The women working 45 and 45½ hours averaged \$13.75 and those working 46 and under 48 hours averaged \$14.55. The averages for the 48-hour and the 50-hour groups were respectively \$13.80 and \$12.30.

Average hourly earnings for women employees in Kentucky department stores, irrespective of occupation, were 30 cents; for Louisville they were 31 cents; and for the other places about 27 cents. Variation in hourly earnings by occupation was slight, except for the miscellaneous group "other." The sales force averaged 29.9 cents, the alteration group 30.5 cents, and the office force 31.1 cents. Other workers—which, as before explained, included such jobs as elevator operators, bundle and cash girls, and maintenance women—averaged 26.6 cents. The concentration of hourly earnings was in the groups of 25 and under 35 cents, which included more than two-thirds of the women. The largest proportion at any 1-cent interval among Louisville saleswomen was the 18 percent earning 29 and under 30 cents; in the other places it was the 14 percent earning 26 and under 27 cents.

### **Earnings in ready-to-wear stores.**

Nearly one-fourth of the women for whom earnings data were obtained were employed in ready-to-wear stores, specializing chiefly in women's wear. Their average week's earnings were \$14.40, those of saleswomen being \$15.25 and those of alteration workers \$13.60. Saleswomen in Louisville had an average 90 cents higher than that in other places of the State. The range of week's earnings was from less than \$10 for 7 percent of the women to \$35 and more for 2 percent. Even in this type of store, where the wage level was highest, more than two-thirds of the women had week's earnings of under \$16.

A correlation of earnings and hours worked shows that three-fifths of the women worked 45 or 45½ hours and had average earnings of \$14.40.

Hourly earnings of saleswomen averaged 32.4 cents, those of alteration workers 30.5 cents, and those of office workers 33.7 cents. Thus more than half the workers averaged 30 cents or more an hour in all occupations but the miscellaneous group "other."

### **Earnings in limited-price or variety stores.**

Earnings in the limited-price or variety stores were decidedly lower than in the other types of stores. About 84 percent of the

women in the limited-price group, compared to about 55 percent in department stores, earned less than \$14 a week.

There is marked variation in the earnings and hours between Louisville and other places in the State. Average earnings were \$13.35 in Louisville and \$10.60 in other places. In Louisville the proportion of women receiving less than \$10 was only about 7 percent, but in the other places it was 44 percent; in other words, in Louisville only about 1 woman in 15, but in other places almost 7 in 15, received less than \$10. Not only were the earnings less in places other than Louisville, but the hours were longer.

Average hourly earnings in the limited-price group were 26.4 cents for the State, 27.7 cents for Louisville, and 21.2 cents for other places. In Louisville about 30 percent of the saleswomen received 27 and under 28 cents an hour, but in other places 24 percent received 18 and under 20 cents and 17.2 percent received less than 18 cents.

A correlation of earnings and hours shows that almost nine-tenths of the women in Louisville worked 47½ hours and had average earnings of \$13.50; only 3 women worked longer. In other places the most representative group (almost two-fifths) worked 48 hours and averaged \$9.95.

## WOMEN PART-TIME EMPLOYEES

### Earnings and hours.

Almost one-half (49 percent) of the women in the limited-price group of stores, not far from one-fourth (23 percent) of those in department stores, and a little more than one-sixth (17 percent) of those in ready-to-wear stores were on a part-time basis, employed to work at the busiest hours of the day, or on Saturdays, or for special sales, or as substitutes for absentees.

A large proportion of these part-time workers were 1-day (probably Saturday) extras, but all types of store had some such employees who worked 40 or more hours in the week reported. About 60 percent of the part-time employees in ready-to-wear and the limited-price group, and about 40 percent of those in department stores, worked 10 hours or less. In department stores one-third worked 30 hours or more.

Since the large majority of this group worked short hours, their week's earnings were very low. The average week's earnings and hourly earnings of part-time workers, by type of store, follow:

Type of store	Average week's earnings <sup>1</sup>			Average hourly earnings <sup>1</sup> (cents)		
	State	Louisville	Other places in State	State	Louisville	Other places in State
Department.....	\$4.45	\$6.	\$2.55	27.9	29.5	21.0
Ready-to-wear.....	2.80	2.80	(?)	27.8	28.0	(?)
Limited-price or variety.....	2.30	3.80	1.85	25.0	25.5	18.8

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

<sup>2</sup> Not computed; base too small.

In general the average hourly earnings were somewhat lower than those of regular employees. In the limited-price group, 63 percent of the part-time women in places other than Louisville had average hourly earnings of less than 20 cents. In such stores in Louisville, 91 percent of the women averaged 25 and under 26 cents. In department stores in Louisville 47 percent of the part-time workers averaged 29 and under 31 cents. Since part-time workers and extras are quite generally expected by their employers to be available on short call for emergency needs, it seems only fair that the short and uncertain periods for which many of them are given work should be compensated by an hourly rate of pay at least as great as that of the regular workers.

### WOMEN PART-TIME EMPLOYEES

#### Earnings and hours

Almost one-half (49 percent) of the women in the part-time group of stores in Louisville had hourly earnings of less than 20 cents, and a little more than one-third (33 percent) of them in nearly all other places. In the limited-price group, 63 percent of the women in the part-time group worked 10 or more hours a week, and 39 percent of the part-time employees in general. In department stores, 50 percent of the women in the part-time group worked 10 or more hours a week, and 39 percent of the women in the part-time group worked 10 or more hours a week. The women with earnings and hours earnings of less than 20 cents a week worked 10 or more hours a week.

Type of store	Louisville		Other places	
	Number of women	Percentage	Number of women	Percentage
Department stores	1,000	47	1,500	33
Limited-price stores	2,000	63	3,000	63
Other stores	1,500	25	2,500	25
Total	4,500	47	7,000	33

## LAUNDRIES

### Introduction.

The 1935 Census of Manufactures reported for Kentucky a total of 103 laundries, together employing an average of 3,144 wage earners. Thirty-five of these laundries, with an average of 1,375 wage earners, were in Louisville. The Women's Bureau survey in the fall of 1937 covered 52 commercial laundries, employing 1,952 wage earners; 22 of these, with 1,058 wage earners, were in Louisville. In addition, 105 wage earners employed as laundry workers in 8 hotels or restaurants were included in the study, bringing the total number of laundry workers to 2,057. Of this number, 1,715 were women—1,444 being white and only 271 Negro.

The women studied are the operatives engaged in such occupations as marking and sorting, hand ironing, operating flat ironers and presses, starching, folding, assembling, wrapping, and so forth. Complete records of wages received and hours worked were secured for these employees from the pay rolls for a normal workweek in the late summer or early fall of 1937, all but three plants furnishing records for a week in September. The records secured cover all women employed in the scheduled week, regardless of the time worked, which ranged anywhere from a full workweek to as short a period as 5 hours (one case).

TABLE 7.—Number of establishments visited and number of men and women they employed—Laundries

Type of laundry and race of women	State	Louisville	Other places in State
<b>Commercial:</b>			
Number of establishments.....	52	22	30
Number of men.....	326	156	170
Number of women.....	1,628	902	724
White.....	1,358	755	603
Negro.....	268	147	121
<b>Hotel and restaurant:</b>			
Number of establishments.....	8	5	3
Number of men.....	16	13	3
Number of women.....	89	79	10
White.....	86	79	7
Negro.....	3	—	3

## COMMERCIAL LAUNDRIES

### Location and size.

The commercial laundries included in this study are in the following cities and towns: Bowling Green, Elizabethtown, Frankfort, Fulton, Henderson, Hopkinsville, Lebanon, Lexington, Louisville,

Madisonville, Mayfield, Maysville, Middlesborough, Owensboro, Paducah, Princeton, Ravenna, Richmond, and Somerset. Failure to include laundries in the Covington and Newport areas was due to the fact that such laundries were closed down by a strike at the time of the study.

The laundries ranged in size from 6 to more than 150 wage earners, only 3 having more than 100. Fifty percent employed less than 30 wage earners, somewhat over 25 percent employed from 30 to 49, and the remainder had 50 or more.

### Hours of work.

Since the Kentucky law permits women to be employed 10 hours a day and 60 a week, it is of interest to see how many of the laundries had a schedule of this length. Though nine laundries, six in Louisville, reported a scheduled day of 10 hours, only one of these had a scheduled week of 60 hours. In all the others the week was reduced to less than 60 hours by a 5- or a 5½-day week. The laundry with a scheduled week of 60 hours was in a small town, and the records for the week studied showed that only one woman worked as much as 54 hours.

In 9 laundries, with 208 women wage earners, the scheduled hours varied so greatly from day to day that they are classed as irregular. In the remaining 43 laundries the weekly schedule that affected the largest number of women was over 48 and under 54 hours, 505 women working under this schedule; 494 women had a schedule of more than 44 but under 48 hours; almost equal numbers—123 and 129—had a schedule of over 40 and under 44 hours, and a schedule of 54 or 55 hours. Only 47 women had so short a week as 40 hours.

In actual practice few women in the Kentucky laundries worked the full scheduled hours of the plants. As is common in this industry, in certain occupations there was no work at the beginning of the day on Monday, and on other days women who completed their work left the laundry before the end of the scheduled hours. Further, in some laundries most of the work was completed by Friday night, and few or no women worked on Saturday. This being true, the data show great differences between the scheduled hours and the hours worked. Only 31 percent of the women worked 48 hours and more, as compared with 53 percent on such a schedule; 38 percent worked 40 and under 48 hours, as against 47 percent with this schedule; and 31 percent worked less than 40 hours though none had so short a schedule and only 3 percent had a week of 40 hours. The number at the shortest hours probably includes most of the part-time employees and many of the full-time employees who for personal or industrial reasons did not work full time in this particular week.

Twenty-three percent of the women worked 50 hours or more, but only 1 percent worked as much as 55 hours. Detailed figures, by locality, are shown in the statement following.

Hours worked	State	Louisville	Other places in State
Number of women with hours worked reported.....	1,479	874	605
	Percent of women		
Under 40.....	30.8	33.4	26.9
40, under 45.....	38.3	43.1	31.2
45, under 50.....	8.3	7.1	10.1
50 under 55.....	21.8	15.7	30.6
55 and over.....	.9	.7	1.2

### Week's earnings.

In all but one of the Louisville laundries most of the women workers were paid hourly rates, only a small proportion being paid piece rates or by the week. In the one exception practically all the women were paid by the week. In the places other than Louisville, about a fourth of the laundries paid the majority of their workers daily or weekly rates. Whatever the basis of payment, laundry workers usually are paid only for the time worked and the week's wages vary greatly on that account. The women in this study who worked less than a full workweek include persons who lost time from work for personal reasons, those employed for part-time work at extra busy periods or to substitute for absent employees, some regular employees for whom there was not a full week's work, and still a few others who regularly worked only part time. The last named include, for example, several women in one small laundry who worked only 2, 3, or 4 days a week at their own request.

Regardless of time worked, the average week's earnings<sup>1</sup> of all women in commercial laundries were \$9.05. For the State as a whole there is little difference by race, the averages for white and Negro being respectively \$9.10 and \$8.70. In Louisville especially were the averages comparable, being \$9.60 and \$9.40, respectively, but in other places the white women averaged \$8.45 and the Negroes only \$7.50.

Unpublished figures show that in the State as a whole 35 percent of the women had earnings of \$8 and under \$10; considerable proportions were in the 1-dollar groups just above and below these; 19 percent earned less than \$7; and 20 percent earned \$11 or more, only 13 percent earning as much as \$12.

The group with earnings below \$5 is composed almost wholly of women who worked less than 35 hours. However, one small-town laundry, employing less than 10 women and operating only part time in the scheduled week paid such low hourly rates as to warrant the conclusion that a full week's earnings would have been but little more than \$5 for some of its employees.

The foregoing data indicate to women their earnings opportunities in the laundry industry. It is equally interesting to know what week's wages represent in terms of return for labor expended, that is, the wage in relation to time worked. The hours worked by 1,479 women and correlated with their earnings show that there

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

was an increase in earnings with hours worked up to and including 50 hours; above 50 hours, earnings fell, illustrating the condition so commonly found in industry that long hours are accompanied by low pay.

A week's earnings and the average hourly earnings for the State as a whole are shown for both types of laundries surveyed in table 8.

TABLE 8.—*Week's earnings and hourly earnings of women—Laundries*

Item	Commer- cial laun- dries	Hotel and restau- rant laun- dries	Item	Commer- cial laun- dries	Hotel and restau- rant laun- dries
Total number of women.	1,626	89	HOURLY EARNINGS		
WEEK'S EARNINGS			Women with hours and earn- ings reported:		
Average earnings!—All women	\$9.05	\$10.50	Number of women	1,479	30
			Average earnings <sup>1</sup> (cents)	20.8	(?)
Women who worked 40 hours or more:			Percent who earned—		
Number of women	1,024	22	Under 20 cents	28.5	(?)
Average earnings	\$9.75	(?)	Under 25 cents	76.9	(?)
			Under 30 cents	94.0	(?)
			Under 35 cents	98.9	(?)
Percent of total women who earned—			35 cents and over	1.1	(?)
Under \$6	11.0	16.8			
Under \$8	32.6	21.2			
Under \$10	67.3	42.5			
Under \$12	87.1	68.5			
\$12 and over	12.9	31.5			

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

<sup>2</sup> Not computed; base less than 50.

### Hourly earnings.

In an industry such as laundry work, where week's earnings vary so greatly with hours worked, hourly earnings are better than weekly earnings as a key to the adequacy of rates.

In the commercial laundries studied the average hourly earnings for women were 22.5 cents in Louisville and 19 cents in the group of other places. Analyzed by 1-cent intervals, the heaviest concentration in Louisville occurred at the 20-cent interval, with 29 percent of the women; in the other places there was fairly heavy concentration at both 18 cents and 20 cents, with respectively 22 percent and 24 percent of the women.

In the absence of any other standard for the laundry industry in Kentucky, the rates established under the N. R. A. Laundry Code may be used as a basis for comparison. These were 20 cents an hour for Louisville and 18 cents an hour for other places, but it should be kept in mind that these inadequate rates, which would yield for 40 hours only \$8 and \$7.20, respectively, were intended to be the minimum below which no one should be paid. The concentration at 20 cents and 18 cents referred to, and the very large proportions of women with hourly earnings above these amounts, indicate code adherence or better on the part of many employers. This is especially true of Louisville, where only 13 percent of the women had average hourly earnings below 20 cents. In other places, unfortunately, as many as 28 percent of the women had earnings below the 18 cents set by the code.

It is of interest further to compare hourly earnings in Kentucky laundries with rates established under the provisions of minimum-wage laws for women in two adjacent States, Illinois and Ohio. For purposes of wage fixing in the laundry industry, the State administrative body having this matter in charge divided Illinois into three districts. In district III, comprising the southern counties of the State and the ones most nearly comparable to Kentucky, the rate fixed is 23 cents an hour. The rate set under the Ohio minimum-wage law is 27½ cents, and it is applicable to the entire State.

### **Year's earnings.**

Each laundry operator was asked to furnish a record of a year's earnings for 10 percent of his women workers. Several commercial laundries were unable to furnish this information, so the number of records obtained represents only about two-thirds of the establishments and 8 percent of the women included in the study. In choosing the women for whom the year's records were to be furnished, the employers were asked to include only persons who worked regularly and to make selections from each occupational group.

All but 2 of the 137 women for whom records of a year's earnings were obtained had worked at least 48 weeks, 91 having worked 48 but under 52, and 44 having worked the whole year. Most of the Louisville workers and a few of those in other places lost from 1 to 3 weeks' time on account of the flood.

The average year's earnings for the whole group were \$512.50. Approximately 12 percent of the women earned less than \$400; 34 percent earned \$400 and under \$500; 29 percent, \$500 and under \$600; and 15 percent, \$600 and under \$700. The remaining 11 percent of the women had earnings of \$700 or more, three women earning \$850 or better.

The lowest earnings for the year of women who worked 48 weeks or more were \$353 in Louisville and \$295 in the group of other places. The highest earnings were \$921 in Louisville and \$718 in the other places.

## **HOTEL AND RESTAURANT LAUNDRIES**

In addition to the women in commercial laundries, 89 women in 1 restaurant and 7 hotel laundries were included in the study. All but three were white women. Five of the establishments, employing 79 women, were in Louisville.

### **Hours worked.**

The number of hours worked during the week for which data were secured was reported for only 30 of the women in hotel and restaurant laundries, but two-fifths of these had exceeded 50 hours. Obviously, the supply of work in a hotel laundry is fairly constant.

### **Earnings.**

The average week's earnings for this group of women were \$10.50; for Louisville, with all but 10 of the women, the average was \$10.80.

Of the total group of 89 women, 11 percent earned less than \$5, but only 2 of these had worked a full week; 43 percent earned less than \$10. Thirty-two percent of all the women (35 percent in Louisville) earned \$12 or more.

## DRY-CLEANING ESTABLISHMENTS

Twenty-eight dry-cleaning establishments were included in the Kentucky study. According to the 1935 Census of Manufactures, this number represents approximately one-third of such establishments in the State. The cities and towns represented are Louisville (with 10 establishments, employing 113 women), Bowling Green, Elizabethtown, Frankfort, Fulton, Hopkinsville, Lebanon, Lexington, Mayfield, Owensboro, Paducah, and Richmond.

The total number of women wage earners was 196, of whom only 5 were Negroes.

Of the 28 establishments 21 were operated as departments of laundries. Only those independent cleaning establishments that had at least five women wage earners were studied, but in laundries large enough to be included as such, the data secured for all women included those in the dry-cleaning department, however few, and these cleaning employees have been transferred from the laundry section to the dry-cleaning section of the study.

### Hours.

Prevailing hours were longer and wages were higher in the dry-cleaning industry than in the laundry industry. Data on hours worked were secured for 169 women; only 19 percent worked less than 40 hours and more than half (54 percent) worked 48 hours or more, 7 percent working at least 60 hours. The following summary shows the percent distribution of women according to the hours worked.

Number of women with hours worked reported	Percent
Under 40 hours	18.9
40, under 48 hours	26.7
48, under 50 hours	16.5
50, under 55 hours	27.2
55, under 60 hours	3.6
60 hours and over	7.1

### Week's earnings.

The average week's earnings of the women in dry-cleaning establishments were \$13.60 in Louisville and \$11.90 in the group of other places. Both averages are very much higher than those for the laundry industry. Only 21 percent of the women in dry-cleaning establishments, in contrast to 67 percent of those in commercial laundries, earned less than \$10. In dry cleaning 58 percent earned \$12 or more and 28 percent earned at least \$15.

TABLE 9.—*Week's earnings and hourly earnings of women—Dry cleaning*

Item	Week's earnings	Item	Hourly earnings
Total number of women.....	196	Women with hours and earnings reported:	
Average earnings—All women <sup>1</sup> .....	\$12. 65	Number of women.....	169
Women who worked 40 hours or more:		Average earnings (cents) <sup>1</sup> .....	27. 6
Number of women.....	137	Percent who earned—	
Average earnings.....	\$13. 60	Under 20 cents.....	7. 8
Percent of total women who earned—		Under 25 cents.....	32. 6
Under \$10.....	37. 2	Under 30 cents.....	61. 6
Under \$12.....	41. 8	Under 35 cents.....	85. 2
Under \$14.....	64. 8	35 cents and over.....	14. 8
Under \$16.....	76. 5		
\$16 and over.....	23. 5		

<sup>1</sup> The median or midpoint, with half the earnings below and half above the amount shown.

**Hourly earnings.**

Hourly earnings ranged from 16 cents to as high as 83 cents, the latter amount being earned by one woman only, who received both salary and commission. Average hourly earnings were 29.9 cents in Louisville and 24.3 cents in the group of other places. Eight percent of the women earned less than 20 cents an hour and 25 percent earned 20 and under 25 cents; but 29 percent averaged 25 and under 30 cents, 24 percent averaged 30 and under 35, and as many as 15 percent averaged at least 35 cents. Eighty percent of the women in Louisville, in contrast to 42 percent of those in the other places, earned at least 25 cents an hour.

**Year's earnings.**

Data on year's earnings were secured for 16 women, or not quite 10 percent of the total. Records of some establishments had been lost in the flood, and loss of time from the same cause reduced the year's earnings of more than two-thirds of the women for whom records were obtained.

For the 16 women, year's earnings ranged from a low of \$551, the equivalent of \$10.60 a week for 52 weeks, to a high of \$1,294, equivalent to \$24.89 a week. Five women earned less than \$650, four earned \$650 and under \$750, three earned \$750 and under \$850, and four earned more than \$850.

## HOTELS AND RESTAURANTS

### Introduction.

In the survey of Kentucky hotels and restaurants an effort was made to cover a representative number of establishments in all parts of the State. According to the 1935 Census of Business, the State had at that time 355 hotels, with an average for the year of 3,487 employees, and 1,499 restaurants, cafeterias, and lunchrooms, with an average for the year of 4,274 employees. Nearly two-fifths of the workers, 38 percent of those in hotels and 37 percent of those in restaurants, were in Louisville. In the recent survey, data were obtained for 63 establishments—18 hotels with 1,644 employees and 45 restaurants with 1,261 employees. Fifteen of the hotels had restaurant-service departments, and almost one-half (47 percent) of the hotel employees were in these departments. The majority of the restaurants, 34 establishments with 1,094 employees, were independent, but 11 establishments with 167 employees were operated in connection with stores.

The large majority of the workers reported—69 percent in independent restaurants, 72 percent in hotels, and 81 percent in store restaurants—were employed in establishments in Louisville. Data were secured in 14 other cities and towns.<sup>1</sup>

The wage and hour data secured were for a pay period in September 1937 for all but two establishments, in which a period in October or November was substituted.

Women workers were outnumbered by men in hotels, constituting only 41 percent of the employees, but in independent restaurants women comprised 57 percent, and in store restaurants 87 percent, of the workers. Most of the women were white, but in several occupations, particularly in the lodging and kitchen departments, there were substantial numbers of Negroes. Twenty-six percent of the women in hotels, 13 percent of those in independent restaurants, and 6 percent of those in store restaurants, were Negro women. These fields of employment offer more opportunities to Negro men than to Negro women. In contrast to the proportions just quoted for Negro women, Negro men comprised 53 percent of all men in hotels, 45 percent of all those in independent restaurants, and more than three-fourths of the small group in store restaurants.

Practically nine-tenths of the 177 Negro women in hotels were in lodging departments and less than one-tenth were kitchen workers; in restaurants, including both independent and store types, more than four-fifths of the Negro women were kitchen workers.

In most cases the establishments scheduled were small. Only 4 hotels and 2 independent restaurants employed as many as 100 workers; the largest hotel had over 500 employees and the largest independent restaurant had less than 300. The largest store restaurant had

<sup>1</sup> Bowling Green, Covington, Frankfort, Hopkinsville, Lexington, Madisonville, Mayfield, Maysville, Middlesborough, Mount Sterling, Newport, Owensboro, Paducah, and Somerset.

fewer than 50 employees. Six hotels, 21 independent restaurants, and 9 store restaurants each employed fewer than 25 workers.

TABLE 10.—Number of establishments visited and number, sex, and race of their employees—Hotels and restaurants

Type of establishment	Number of establishments	Number of employees						Percent women are of all employees	
		Total	Men			Women			
			Total	White	Negro	Total	White		Negro
STATE									
Hotels.....	18	1,644	972	455	517	672	495	177	40.9
Independent restaurants.....	34	1,094	473	259	214	621	538	83	56.8
Store restaurants.....	11	167	22	5	17	145	137	8	86.8
LOUISVILLE									
Hotels.....	7	1,186	733	379	354	453	350	103	38.2
Independent restaurants.....	15	756	323	206	117	433	386	47	57.3
Store restaurants.....	6	136	19	5	14	117	111	6	86.0
OTHER PLACES IN STATE									
Hotels.....	11	458	239	76	163	219	145	74	47.8
Independent restaurants.....	19	338	150	53	97	188	152	36	55.6
Store restaurants.....	5	31	3	-----	3	28	25	2	90.3

The data obtained in the survey covered scheduled days and hours of work, number of days worked in the week reported, week's earnings, rate of pay, the practice in regard to meals, lodging, and tips, and the policy as to furnishing and laundering uniforms. Earnings data were reported for 1,438 women; 672 were in hotels, 621 in independent restaurants, and 145 in store restaurants. The number with scheduled hours reported was 1,370; of these, 641 were hotel workers, 598 were in independent restaurants, and 131 were in store restaurants.

## HOURS

### Scheduled hours.

The scheduled days and hours, that is, the regular shifts that the women were supposed to work each week, showed considerable variation in the different types of establishment and for different employees of each establishment. The most favorable schedules were found in store restaurants—usually serving only one or two meals—and women in hotels had the longest work schedules. Nearly nine-tenths (88 percent) of the women in store restaurants were scheduled to work 6 days, and over one-tenth (11 percent) were on a schedule of less than 5 days. As stores generally are closed on Sundays, none of the women in these restaurants were required to work 7 days.

As independent restaurants and hotels generally are open for business every day of the week, many workers in these places were scheduled to work every day. In independent restaurants 23 percent of the women were on a 7-day schedule, but in hotels the proportion

on such a schedule was 63 percent. The largest group in independent restaurants, 76 percent, were on a 6-day schedule.

The weekly hours showed an extremely wide range, some women having a schedule of less than 32 hours and others being required to work 60 hours or more. As shown in the accompanying table, the largest group in hotels, 35 percent, were scheduled to work over 48 and under 56 hours, but as many as 14 percent were on a 56-hour schedule, and 11 percent were on one of more than 56 hours. Lodging and kitchen workers in hotels had the longest schedule, as 42 and 33 percent, respectively, of the women in these departments had a schedule of over 48 and under 56 hours, and 29 and 24 percent, respectively, were scheduled to work 56 hours or more. The most common schedule of hours for dining-room workers was over 40 and under 56 hours; 40 percent of the women were scheduled to work 48 and under 56 hours and 38 percent were scheduled to work over 40 and under 48 hours.

The largest group of women in independent restaurants, 37 percent, were on a 48-hour schedule; the next largest group, 25 percent, had a schedule of over 40 and under 48 hours. One-tenth of the women were scheduled to work 40 hours or less, but as many as 13 percent had a workweek of 56 hours or more. The scheduled hours of kitchen workers in independent restaurants were somewhat shorter than those of dining-room workers; only 8 percent of the kitchen women, compared to 15 percent of those in dining rooms, were scheduled to work 56 hours or more.

Store restaurants had the shortest hours. The large majority of women in these establishments, 65 percent, were on a week of 40 hours or less, 44 percent on one of less than 32 hours, and no one was scheduled to work so long as 56 hours; 7 in 10 of the dining-room women, but only 4 in 10 of those in the kitchen, had hours of 40 or less.

Establishment and department	Number of women	Percent of women whose scheduled weekly hours were—						
		40 and under	Over 40, under 48	48	Over 48, under 56	56	Over 56, under 60	60 and over
State—Total.....	1, 370	13.0	22.4	23.9	23.2	8.5	5.9	3.1
Hotels—Total.....	641	4.7	20.0	15.0	35.4	13.9	8.4	2.7
Lodging department.....	368	5.4	7.9	16.3	41.6	16.8	9.2	2.7
Dining room.....	201	3.5	38.3	14.9	24.9	9.5	7.5	1.5
Kitchen.....	72	4.2	30.6	8.3	33.3	11.1	6.9	5.6
Independent restaurants—Total.....	598	10.5	24.7	37.0	14.4	4.7	4.5	4.2
Dining room.....	472	10.8	22.9	39.0	12.5	5.1	5.1	4.7
Kitchen.....	126	9.5	31.7	29.4	21.4	3.2	2.4	2.4
Store restaurants—Total.....	131	<sup>1</sup> 64.9	23.7	7.6	3.8	-----	-----	-----
Dining room.....	107	<sup>2</sup> 70.1	21.5	4.7	3.7	-----	-----	-----
Louisville—Total.....	954	12.7	22.9	30.7	18.3	8.8	6.1	.5
Other places in State—Total.....	416	13.7	21.4	8.2	34.4	7.9	5.5	8.9

<sup>1</sup> 44 percent were scheduled at less than 32 hours.

<sup>2</sup> 51 percent were scheduled at less than 32 hours.

Scheduled hours were somewhat shorter in Louisville than in other places, but in both groups there was a substantial proportion on schedules of 56 hours or more; 15 percent in Louisville and 22 percent in other places had such hours. The largest proportion in Louisville,

31 percent, were scheduled to work 48 hours; in other places the largest group, 34 percent, had a week over 48 and under 56 hours.

In hotels and restaurants workers have shifts that are irregular, with hours varying considerably from day to day. To show the variation in daily work shifts over a pay period, and also to show the spread of hours or the time from the beginning to the end of the workday, including the periods of free time, the employee-day is a convenient measure. Employee-days are obtained by multiplying each daily work shift, of whatever duration, by the number of times such shift was worked by the employees during the week. For example, an employee working 2 5-hour and 4 9-hour days would contribute 6 employee-days to the table on hours of work, 2 entered at 5 and under 6 hours and 4 entered at 9 and under 10 hours. This makes clear the extent to which very short and over-long hours are the practice in these industries. The number of employee-days in a week generally is about six times the number of women employed.

In the table following is shown for each type of establishment the percent of employee-days with certain hours of work and the spread of their hours. In the dining rooms and kitchens of hotels, only 6 percent of the employee-days had more than 9 hours of work, but 31 percent of the days had a spread of at least 12 hours (in a few cases 17 or more) between the beginning of work in the morning and the quitting of work at night. In independent restaurants only 5 percent of the days exceeded 9 hours of work, but on 27 percent of the days the spread was at least 11 hours, in some cases as much as 16, between beginning and ending work. In contrast to these proportions, the figures for hotel lodging departments and for store restaurants show a long spread of hours in comparatively few cases.

TABLE 11.—Comparison of hours of work and spread of hours, long employee-days in hotels and restaurants

Hours	Hotel lodging departments	Hotel restaurant departments	Independent restaurants	Store restaurants
Number of women.....	368	273	621	131
Number of employee-days.....	2,487	1,747	3,682	710

PERCENT OF EMPLOYEE-DAYS WITH HOURS OF WORK AS SPECIFIED

Over 9, under 10.....	1.3	2.5	1.1	0.1
10.....	1.2	1.8	2.6	3.4
Over 10, under 11.....			.5	
11.....	.3	1.1	.4	
Over 11, under 12.....		.4		

PERCENT OF EMPLOYEE-DAYS WITH SPREAD OF HOURS AS SPECIFIED

Over 10, under 11.....	0.3	3.0	11.2	0.4
11, under 12.....		4.1	10.3	.7
12, under 13.....		14.7	6.1	3.2
13, under 14.....		8.0	5.5	
14, under 15.....	1.2	6.2	1.7	
15, under 16.....	1.3	.2	1.9	
16, under 17.....	.8		1.4	
17 and over.....	.3	2.5		

## EARNINGS

**Week's earnings.**

In hotels and restaurants it is customary for employees to have their cash wages supplemented by meals or meals and lodging, but the practice varies between establishments and between individuals within an establishment. Because of the variations, and also because many employers do not report the cash equivalent of meals, their value is not included in the earnings figures shown in this report. However, to indicate the extent of the practice of furnishing meals to employees and the extent to which this practice affects the cash wages paid, tabulations have been prepared for employees receiving and those not receiving meals.

Another important item to be considered is that many employers expect the workers, particularly the waitresses, to receive part of their wages in tips from customers. As the amounts received in tips were not learned in the present study, except in a small number of cases, they are not included in the earnings figures shown.

In the week recorded the average cash earnings of women varied from \$4.70 for the dining-room workers in hotels to \$11.35 for the kitchen workers in hotels. For the total groups of employees, the average was highest in store restaurants, in spite of the fact that these establishments had the shortest schedule of hours.

In each type of establishment the women working in the kitchen departments had the highest earnings, the averages shown for these women being the \$11.35 in hotels just referred to and \$9.30 in independent restaurants.

Dining-room workers, many of whom were reported to receive tips, had the lowest cash earnings, shown by averages varying from the \$4.70 in hotel dining rooms to \$8.45 in independent restaurants. The women in hotel lodging departments had average cash earnings of \$8.60.

The average cash earnings in Louisville were \$8.65 in hotels, \$8.95 in store restaurants, and \$9.20 in independent restaurants. In other cities and towns the women in hotels had average earnings of \$7, or \$1.65 lower than the average for Louisville, and those in independent restaurants an average of \$7.60, or \$1.60 lower than was shown for Louisville.

The importance of supplements as forming a part of the total wage is indicated by the large number of women who were reported as receiving meals. The proportion ranged from 44 percent in hotels—only 5 percent of the lodging-department workers, but 95 percent of those in the restaurant departments—to 75 percent in store restaurants and 82 percent in independent restaurants.

The following shows the number of women given meals:

	1 meal	2 meals	3 meals	No meals
Hotels.....	40	185	62	374
Independent restaurants.....	36	385	85	115
Store restaurants.....	95	---	14	36

The average cash earnings of the women who received meals were \$5.90 in hotels, \$8.15 in independent restaurants, and \$8.95 in store restaurants. Women who did not receive additions had considerably

higher averages—\$8.55 in hotels and \$12.50 in independent restaurants.

TABLE 12.—*Week's cash earnings of women, by department in which employed and by whether or not receiving additions to wages<sup>1</sup>—Hotels and restaurants*

## HOTELS

Week's cash earnings	Total	Lodging department	Restaurant department			Women receiving additions to wages	Women not receiving additions to wages
			Total	Dining room	Kitchen		
Number of women.....	672	379	293	215	78	298	374
Average earnings <sup>2</sup> .....	\$8.20	\$8.60	\$5.80	\$4.70	\$11.35	\$5.90	\$8.55

## PERCENT OF WOMEN WITH EARNINGS AS SPECIFIED

No cash wage.....	0.7	-----	1.7	2.3	-----	1.7	-----
Under \$2.....	3.9	2.9	5.1	7.0	-----	5.0	2.9
\$2, under \$6.....	26.6	11.9	45.8	58.1	11.5	44.7	12.2
\$6, under \$10.....	42.2	62.7	15.7	13.1	23.0	15.7	63.4
\$10, under \$14.....	19.6	16.1	24.2	13.5	53.8	23.2	16.9
\$14 and over.....	6.8	6.4	7.5	6.1	11.5	9.7	4.5

## INDEPENDENT RESTAURANTS

Week's cash earnings	Total	Dining room	Kitchen	Women receiving additions to wages	Women not receiving additions to wages
Number of women.....	621	493	128	506	115
Average earnings <sup>1</sup> .....	\$8.65	\$8.45	\$9.30	\$8.15	\$12.50

## PERCENT OF WOMEN WITH EARNINGS AS SPECIFIED

Under \$2.....	2.9	3.2	1.6	3.0	2.6
\$2, under \$6.....	23.4	26.1	12.5	25.7	13.0
\$6, under \$10.....	40.5	38.4	48.5	47.8	7.8
\$10, under \$14.....	27.7	27.7	27.3	18.8	67.0
\$14 and over.....	5.6	4.4	10.2	4.8	9.5

## STORE RESTAURANTS

Number of women.....	145	116	29	109	36
Average earnings <sup>2</sup> .....	\$9.15	\$7.95	-----	\$8.95	-----

## PERCENT OF WOMEN WITH EARNINGS AS SPECIFIED

Under \$2.....	8.3	10.3	-----	7.3	-----
\$2, under \$6.....	10.4	11.2	-----	10.1	-----
\$6, under \$10.....	37.9	43.1	-----	42.2	-----
\$10, under \$14.....	38.6	31.0	-----	36.7	-----
\$14 and over.....	4.9	4.3	-----	3.6	-----

<sup>1</sup> Chiefly meals. In the case of hotels, some lodging.

<sup>2</sup> The median or midpoint, with half the earnings below and half above the amount shown. Average and percent distribution not computed where base is less than 50.

Though the range of cash earnings of the women employed in hotels was from less than \$1 to more than \$40, 27 percent of the women were in the group earning \$8 and under \$10, and 28 percent earned \$4 and under \$8. The largest group of those in the lodging de-

partment (63 percent) earned \$6 and under \$10, but in the dining rooms just under three-fifths (58 percent) had earnings of \$2 and under \$6. Over 2 percent of the dining-room workers received no cash wage at all. The majority of kitchen workers (54 percent) earned \$10 and under \$14. Over one-fourth (27 percent) of the women who earned less than \$6, and as many as 45 percent of those who earned \$10 or more, did not receive meals or lodging.

The range in cash earnings of women in independent restaurants was from less than \$1 to over \$46; the largest proportion, almost one-fourth, earned \$8 and under \$10, and in each of the \$2 intervals of \$4 and under \$6, \$6 and under \$8, and \$12 and under \$14 there were approximately one-sixth of the women.

The greatest concentration of earnings in store restaurants was at \$10 and under \$14 (39 percent), followed by an almost equal proportion at \$6 and under \$10.

### **Earnings and time worked.**

The number of hours worked during the week was not available in the majority of hotels and restaurants, but the number of days on which the women worked was reported. In hotels, 55 percent of the women worked on 7 days, and 28 percent worked on 6 days; average earnings were a dollar higher for the 7-day workers. In independent restaurants, on the other hand, 63 percent worked on 6 days and only 25 percent worked on 7 days. The difference in earnings was slight—only 60 cents; and the women receiving meals actually averaged less for 7 days than for 6. No women in store restaurants worked on 7 days; 77 percent worked on 6 days, and the remainder worked on less than 6.

Actual earnings as distinct from average showed a very wide range in each group. Of those in hotels who received meals, about half (49 percent) of the group working on 6 days and about two-fifths (39 percent) of those working on 7 days had cash earnings of less than \$6, and only 32 and 21 percent, respectively, of the two groups had earnings of \$12 or more. Of the women in independent restaurants who were given their meals, 23 percent of the 6-day group and 15 percent of the 7-day group received less than \$6 in cash earnings.

Wages were higher for the women who did not receive meals, and only small proportions had earnings of less than \$6 when they worked on 6 or 7 days. Of those working such a week, however, almost a fourth in hotels and more than a fourth in store restaurants earned less than \$8. Less than 5 percent of the women in independent restaurants who were not given meals and who worked on 6 or 7 days had earnings below \$10.

### **Tips.**

For many of the women employed in dining rooms, the employers expect tips to make up a substantial proportion of the week's wage. Tips, however, are a very uncertain source of income, as their amount varies in different establishments and from day to day in the same establishment. The importance of tips in the minds of the employers is indicated by a comparison of earnings of the women who did not receive tips with those who were said to receive them. Three-fourths of the hotel dining-room women were reported to have received tips,

and their average cash earnings were \$3.70, compared to an average of \$12.40 for the dining-room women who did not receive tips. In independent-restaurant dining rooms, where about two-fifths (39 percent) of the women received tips, average cash earnings were \$5.70 for those receiving them and \$9.95 for those not receiving them.

The amount received in tips in 1 week was reported for a small group of women—62 in hotel dining rooms and 67 in independent-restaurant dining rooms. The average amount received in tips in the hotels was \$3.15 a week. Just over three-tenths (31 percent) of the women received tips amounting to \$10 or more. In independent restaurants the average amount received in tips (\$5.90) was \$1.40 higher than the average cash wage (\$4.50). Nearly three-fifths (58 percent) of the women with tips reported received tips amounting to \$5 and under \$10, but only one-fourth had a cash wage as high as this. To rely on tips to form so large a part of the total income as these figures indicate is a wholly unsound practice.

### Rate of pay and scheduled weekly hours.

Though the amount of earnings actually received is the most important consideration to the worker, it is important also to know the rate of pay; that is, the amount that the employer contracts to pay for a specified number of hours of work. As many workers lose time because of personal reasons or because of slack periods of business, the actual earnings usually are lower than the rate of pay.

The summary following shows the average weekly rate of pay for women in each type of establishment by scheduled-hour groupings of 50 or more women.

Scheduled weekly hours	Average weekly rate of pay <sup>1</sup>							
	All employees		Lodging employees		Dining-room employees		Kitchen employees	
	Number	Average rate	Number	Average rate	Number	Average rate	Number	Average rate
<b>HOTELS</b>								
Total reporting <sup>2</sup> .....	638	\$8.95	368	\$9.45	200	\$5.35	70	\$11.50
Over 40, under 48.....	128	7.50	60	10.30	77	5.05	-----	-----
48.....	96	9.90	-----	-----	-----	-----	-----	-----
Over 48, under 56.....	226	8.70	153	8.75	-----	-----	-----	-----
56.....	89	10.40	62	10.75	-----	-----	-----	-----
Over 56, under 60.....	53	9.55	-----	-----	-----	-----	-----	-----
<b>INDEPENDENT RESTAURANTS</b>								
Total reporting <sup>2</sup> .....	582	9.25	-----	-----	457	9.15	125	9.50
Over 40, under 48.....	146	7.90	-----	-----	106	7.05	-----	-----
48.....	213	9.60	-----	-----	176	9.65	-----	-----
Over 48, under 50.....	86	10.45	-----	-----	59	11.50	-----	-----
<b>STORE RESTAURANTS</b>								
Total reporting <sup>2</sup> .....	131	9.30	-----	-----	107	7.95	-----	-----
Under 32.....	57	6.65	-----	-----	55	6.65	-----	-----

<sup>1</sup> The median or midpoint, with half the rates below and half above the amount shown. Computed only for groups with 50 or more women.

<sup>2</sup> Totals exceed details because groups with less than 50 women are not shown separately.

The table shows that the average rate of pay was \$8.95 for the women in hotels, \$9.25 for those in independent restaurants, and \$9.30 in store restaurants. In each type of establishment the rate was highest for kitchen workers and lowest for dining-room workers.

The average rate of pay for women who received meals was \$5.90 in hotels, \$8.65 in independent restaurants, and \$8.75 in store restaurants. For those not receiving meals the average was considerably higher, \$9.45 in hotels and \$12.80 in independent restaurants.

In hotels and independent restaurants weekly rates were very low for large numbers of women scheduled to work more than 40 hours. Unpublished figures show that among the women in hotels whose workweek was longer than 40 hours, more than one-half of those who were given meals had a wage rate under \$6 and almost three-fifths of those who were not given meals had a rate below \$10.

Among the women in independent restaurants with a week of more than 40 hours, just over one-sixth of those who were given meals had a rate below \$6, as many as one-third having a rate below \$8. Of those who were not given meals, only 4 percent had a rate of less than \$10, but almost 20 percent had a rate below \$12.

In store restaurants all women who were supposed to work more than 40 hours had a rate of \$10 or more.

## UNIFORMS

Another item very important to hotel and restaurant workers is the policy in regard to uniforms. In some establishments uniforms are furnished and laundered by the employer, but in too many cases they are a considerable item of expense to the worker. In 28 of the 58 establishments reporting, the uniforms were furnished by the employer for all women employees and in 7 others uniforms were furnished for part of the workers. However, in 23 establishments all the women were required to furnish their own uniforms, anywhere from 2 to 8 a year being necessary. In 24 establishments all the women were responsible for the laundering, and in 5 others some of the women had that responsibility.

Store restaurants generally provided and laundered the uniforms at no cost to the workers, but in the majority of independent restaurants reported, and in just over half the hotels, some or all of the women were required to meet the expense of supplying the uniforms.

The cost of uniforms ranged from \$1 to \$4. In 14 establishments the cost was reported to be from \$1 to \$1.95, in 3 establishments uniforms were rented from laundries. Weekly laundry costs were reported in six establishments; in three the cost was 25 and 28 cents, in one it was reported to be 60 cents, and in two it was respectively \$1.05 and \$1.60. In 22 establishments it was reported that the women laundered their own uniforms.

