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UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director

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Hours and Earnings in Certain Men's-Wear Industries

RAINCOATS SPORT JACKETS



BULLETIN OF THE WOMEN'S BUREAU, No. 163-5

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, December 4, 1939.

MADAM: I have the honor to transmit the fifth pamphlet in the series of six on earnings and hours in men's-wear industries surveyed by the Women's Bureau to secure wage data for the Division of Public Contracts. This bulletin, which has to do with raincoats and the garments termed variously windbreakers, mackinaws, sport jackets, and so forth, is the last to go to press; they have been issued separately as a measure of economy in distribution.

The reports were written by Arthur T. Sutherland, of the editorial division.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

▼

HOURS AND EARNINGS IN CERTAIN MEN'S-WEAR INDUSTRIES

RAINCOATS

INTRODUCTION

The raincoat industry is one of a number of men's-wear industries surveyed by the Women's Bureau in order to supply wage and hour data for the use of the Division of Public Contracts in establishing prevailing wage rates.¹ The survey covered establishments whose chief products were men's, women's, and children's oiled-cloth, vulcanized, rubberized, and cravenette raincoats. Minor products in several of the firms consisted of various types of sport clothes, but in each case the major part of the total output was raincoats. As this is a relatively small industry in the United States and is not reported separately by the Bureau of the Census, the size of the industry is not ascertainable. The industry is, however, situated chiefly in Massachusetts and New York, with scattered production important also in Ohio, Illinois, Pennsylvania, Indiana, New Jersey, and Tennessee.

In the Women's Bureau study, field investigators visited firms in each of the States mentioned above except Illinois. The number of establishments totaled 35, and these employed 2,581 workers. As shown in the summary following, women comprised nearly two-thirds (65 percent) of the work force. In New York they were only 43 percent of the workers, but in Pennsylvania and Massachusetts they were respectively 55 and 68 percent, and in the residual group of States, which includes Indiana, New Jersey, Ohio, and Tennessee and is considered as one group because too few establishments were scheduled for separate tabulation, women formed 78 percent of the workers.

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	35	2,581	897	1,684	65.2
Massachusetts.....	15	1,086	353	733	67.5
New York.....	12	554	317	237	42.8
Pennsylvania.....	3	83	37	46	55.4
Other States ¹	5	868	190	668	77.9

¹ Includes 2 establishments in Indiana and 1 each in New Jersey, Ohio, and Tennessee.

Wage and hour data were obtained for each employee engaged in the manufacture or handling of the product or equipment. The data are for a pay period considered by the management as representative of normal operation.

¹ A minimum-wage determination of the Secretary of Labor, which took effect Aug. 2, 1937, states that 40 cents an hour, or \$16 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the men's-raincoat industry.

EARNINGS AND HOURS

Week's earnings.

The range in the amount of the week's earnings, regardless of the time worked, was extremely wide, but the most common earnings were below \$20 and the average for the entire group was \$19.60. On the basis of 5-dollar intervals the largest group of workers, 27 percent, earned \$10 and under \$15, and the next largest group, 25 percent, earned \$15 and under \$20. Approximately equal proportions were at the extremes of the wage scales; 13 percent had earnings below \$10, and 14 percent earned \$30 and more.

There was great variation in the wages paid in the different States. In New York, where the workers averaged \$27.20 and as many as 24 percent of them earned \$40 or more, wages were much more favorable than in the other States covered. Massachusetts had the lowest average, \$17.55, but Pennsylvania also was relatively low, with \$18.10. Fifty-four percent of the workers in Massachusetts and of the small group in Pennsylvania earned \$10 and under \$20; in New York, where 54 percent earned \$20 and more, there were 37 percent with earnings of \$10 and under \$20. The proportions with earnings below \$10 varied from 9 percent in New York to 16 percent in Massachusetts.

In table 1 are apparent the very great differences in the earnings of women and men. The average week's earnings of all women were \$15.30, and they varied by State only from \$15.10 in Massachusetts to \$16 in New York. Large proportions of the women in each case earned \$10 and under \$20. New York is outstanding in the proportion with earnings of \$25 and over, but it also has the largest proportion with earnings below \$10.

The average week's earnings of all men were \$27.65, and they varied by State from \$22.60 in Massachusetts to \$35.45 in New York.

The most common earnings of men in Massachusetts were \$15 and under \$25; 23 percent earned \$20 and under \$25, and 21 percent earned \$15 and under \$20. Only 31 percent in Massachusetts earned as much as \$25. In contrast to this, in New York as many as 41 percent earned \$40 and over and 22 percent earned \$30 and under \$40.

Hours worked.

The number of hours worked was reported for 1,851 workers employed in 25 of the 35 establishments. These data were not available in the 4 establishments in Pennsylvania and Tennessee, so these States are not included in the tabulations of hours worked and hourly earnings.

Considering the workers in all States as a group, the largest proportion, 43 percent, worked over 40 hours. The remainder were divided almost equally between 40 hours and under 40 hours. In Massachusetts 37 percent worked 40 hours and 32 percent worked less than 40 hours. In New York 44 percent worked over 40 hours and 36 percent worked 40 hours. More than half (54 percent) in the other States worked over 40 hours, but nearly three-tenths (29 percent) worked less than 40 hours.

TABLE 1.—Average and distribution of week's earnings, by sex and State

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Week's earnings	All employees					Women				Men			
	Total	Massachusetts	New York	Pennsylvania	Other States ¹	Total	Massachusetts	New York	Other States ¹	Total	Massachusetts	New York	Other States ¹
Number of employees.....	2,573	1,074	556	83	860	² 1,682	729	236	671	³ 891	345	320	189
Average earnings ⁴	\$19.60	\$17.55	\$27.20	\$18.10	\$17.35	\$15.30	\$15.10	\$16.00	\$15.15	\$27.65	\$22.60	\$35.45	\$25.15
<i>Percent of employees</i>													
Under \$5.....	2.7	4.0	1.8	-----	2.0	3.5	4.5	4.2	2.4	1.2	2.9	-----	0.5
\$5, under \$10.....	10.6	12.4	7.2	10.8	10.6	12.7	12.9	14.4	11.9	6.6	11.3	-----	1.9
\$10, under \$15.....	27.4	29.4	20.3	30.1	29.3	35.8	38.0	31.4	34.9	11.7	11.3	-----	12.2
\$15, under \$20.....	24.9	24.3	16.5	24.1	31.0	29.6	25.9	28.0	34.9	15.9	20.9	-----	8.1
\$20, under \$25.....	14.6	15.7	8.5	13.1	16.9	13.5	12.5	12.7	14.5	16.7	22.6	-----	5.3
\$25, under \$30.....	5.7	5.9	7.8	8.4	4.1	3.0	4.3	4.2	1.0	10.9	9.3	-----	10.0
\$30, under \$35.....	4.0	3.3	5.2	6.0	3.8	1.2	1.5	2.1	.4	9.1	7.0	-----	7.5
\$35, under \$40.....	3.3	2.4	9.0	-----	.9	.4	.4	1.7	-----	8.6	6.7	-----	14.4
\$40 and over.....	6.8	2.7	⁵ 24.0	2.4	1.4	.2	-----	1.3	-----	⁶ 19.2	8.1	-----	⁷ 40.6
<i>Cumulative percents</i>													
Under \$8.....	7.2	8.8	4.7	3.6	7.4	9.3	10.0	10.6	8.6	3.4	6.1	.3	3.2
Under \$10.....	13.2	16.4	9.0	10.8	12.5	16.2	17.4	18.6	14.3	7.9	14.2	1.9	6.3
Under \$12.....	22.7	25.2	16.9	22.8	23.7	29.1	28.8	32.2	28.2	11.1	17.7	5.6	7.9
Under \$14.....	34.9	39.3	25.0	37.2	36.0	45.0	47.1	46.2	42.0	16.4	23.2	9.4	14.8
Under \$16.....	45.3	50.9	32.0	47.0	46.5	57.7	61.6	55.5	54.4	21.9	28.7	14.7	18.5
\$16 and over.....	54.7	49.1	68.0	53.0	53.5	42.3	38.4	44.5	45.6	78.1	71.3	85.3	81.5
\$18 and over.....	43.6	37.9	62.5	39.7	39.7	29.4	26.6	36.0	29.5	70.9	61.2	81.9	75.1
\$20 and over.....	34.3	30.0	54.2	34.9	27.2	18.4	18.7	22.0	15.9	64.5	53.6	77.8	66.7

¹ Indiana, New Jersey, Ohio, and Tennessee.
² Includes 46 women in Pennsylvania, not shown separately.
³ Includes 37 men in Pennsylvania, not shown separately.
⁴ The mean—the simple arithmetic average.
⁵ 10.5 percent earned \$50 or more.
⁶ 8.3 percent earned \$50 or more.
⁷ 17.8 percent earned \$50 or more.

RAINCOATS

TABLE 2.—Hours worked in the pay-roll week recorded, by sex and State

State	All employees			Women			Men					
	Number with hours worked reported	Percent who worked—			Number with hours worked reported	Percent who worked—			Number with hours worked reported	Percent who worked—		
		Under 40 hours	40 hours	Over 40 hours		Under 40 hours	40 hours	Over 40 hours		Under 40 hours	40 hours	Over 40 hours
Total.....	1,851	28.9	28.6	42.5	1,227	31.7	24.2	44.1	624	23.4	37.2	39.4
Massachusetts.....	817	31.8	37.0	31.2	530	34.5	36.0	29.4	287	26.8	38.7	34.5
New York.....	293	20.5	35.5	44.0	111	18.0	16.2	65.8	182	22.0	47.3	30.8
Other States ¹	741	29.0	16.6	54.4	586	31.7	15.0	53.2	155	18.7	22.6	58.7

¹ Indiana, New Jersey, and Ohio.

In Massachusetts and the group "other States" a larger proportion of the women than of the men worked less than 40 hours, but in New York the opposite was true. The proportion of women who worked 40 hours or more varied from 65 percent in Massachusetts to 82 percent in New York. The proportion of men varied from 73 percent in Massachusetts to 81 percent in the group "other States."

Average hourly earnings.

Hourly earnings were computed for the 1,851 workers with hours worked reported by dividing the week's earnings of each employee by the number of hours he or she worked in the pay period. The average earnings of the entire group were 47.8 cents an hour. They varied from 43.2 cents in the residual group of States to 70.1 cents in New York.

TABLE 3.—Average and distribution of hourly earnings, by sex and State

State	Number of employees	Average hourly earnings (cents) ¹	Percent of employees whose earnings were—									
			Under 20 cents	20, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60 cents and over
Total.....	1,851	47.8	2.8	4.3	6.9	12.4	20.2	15.6	6.9	5.8	6.5	18.7
Massachusetts.....	817	44.1	3.9	6.0	7.6	16.5	17.6	12.6	8.7	4.9	7.6	14.6
New York.....	293	70.1	2.7	5.1	9.9	7.8	6.5	6.1	4.1	5.1	2.7	² 49.8
Other States ³	741	43.2	1.6	2.0	4.9	9.6	28.5	22.5	6.1	7.2	6.7	10.9
Total women.....	1,227	38.7	3.2	5.2	9.2	15.6	27.1	20.1	7.4	5.1	3.3	3.7
Total men.....	624	65.9	2.1	2.4	2.2	5.9	6.7	6.6	5.9	7.2	12.7	⁴ 48.2

¹ The mean—the simple arithmetic average.

² 11.9 percent earned 60 and under 80 cents; 10.2 percent, 80 cents and under \$1; and 27.6 percent, \$1 or more.

³ Indiana, New Jersey, and Ohio.

⁴ 16.3 percent earned 60 and under 70 cents; 8 percent, 70 and under 80 cents; 3.5 percent, 80 and under 90 cents; 5.3 percent, 90 cents and under \$1; and 15.1 percent, \$1 or more.

There was little concentration of hourly earnings in New York; 10 percent was the largest single group, in contrast to 18 percent in Massachusetts and 29 percent in other States. Nearly one-fifth (18 percent) of the New York workers earned less than 30 cents, but one-half had earnings of 60 cents or more, over one-fourth (28 percent)

of \$1 or more. In Massachusetts there was some concentration in the two groups that together made 30 and under 40 cents (34 percent), but 18 percent earned less than 30 cents and 15 percent earned 60 cents or more.

The great differences between the earnings levels of women and those of men are indicated clearly in table 3 and the summary that shows the averages in the various States. For all women the average earnings were 38.7 cents an hour. Nearly half of them (47 percent) had earnings of 35 and under 45 cents, but as many as 18 percent earned less than 30 cents, and only 12 percent earned 50 cents or more. By State, women's average hourly earnings varied only from 37.4 cents in New York to 39.6 cents in the group "other States."

State	Women		Men	
	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)
Total.....	1,227	38.7	624	65.9
Massachusetts.....	530	37.9	287	55.4
New York.....	111	37.4	182	90.0
Other States ²	586	39.6	155	57.0

¹ The mean—the simple arithmetic average.

² Indiana, New Jersey, and Ohio.

The average hourly earnings of men were 65.9 cents. More than two-thirds of the men (68 percent) had earnings of 50 cents or more, 15 percent averaging \$1 or more. Only 7 percent had earnings below 30 cents.

The average of 90 cents earned by the men in the New York firms was greatly in excess of the averages in the other localities, which were 55.4 cents for Massachusetts and 57 cents for the other States.

SPORT JACKETS

INTRODUCTION

This report concerning earnings and hours of employees engaged in the production of men's outdoor cold-weather jackets forms a part of the Women's Bureau study of men's-wear industries made for the Division of Public Contracts at the request of the Secretary of Labor. Agents of the Bureau visited factories that specialized in the manufacture of leather, sheep-lined, or wool jackets or coats purchased by the United States Government. The survey was conducted in the late months of 1937.

There is such a wide variety of types and styles of outdoor jackets and of materials from which they are manufactured that no simple term or characteristic describes the entire group. However, some indication of the many types of jackets and coats manufactured is given by the specifications in the orders for jackets purchased by the Government and by the classifications used in the trade to designate such products.

Government specifications.

The United States Government issues specifications for outdoor cold-weather jackets, made of specified materials and in specified lengths, under the following titles:

<i>Garment title</i>	<i>Material</i>	<i>Length (size 42)</i>
Windbreakers (lumberjackets) --	Black sheepskin, wool lined.....	28 inches.
	Red and black plaid, 95 percent wool, unlined.	28 inches.
	Overcoating, 32-ounce, with knit- ted collar and cuffs, unlined.	28 inches.
Jackets, winter flying -----	Leather, horsehide.....	
	Shearling, sheep, electrified.....	
Mackinaw (for Regular Army) --	Shelter-tent duck, 30-ounce felt or 32-ounce melton (body lining), style double-breasted.	34 inches.
Coats, mackinaw, commercial --	Melton 95 percent wool, style single-breasted, double back and chest.	30 or 32 inches.
Coats, nurses', moleskin, sheep- lined.	Moleskin cloth (cotton), lining of sheepskin.	42½ inches.
Jacket, pea (Alaskan clothing) --	8-ounce duck, 20-ounce melton, and 13-ounce felt, quilted lining.	35 inches.
Parka, fur trimmed -----	8-ounce duck trimmed with wolf, wolverene, or lynx fur in hood and sleeves.	
Parka, fur (Alaskan clothing) --	Reindeer summer skin.....	
	Squirrel skin, tanned.....	

While no other specifications were obtained from the Government by the Public Contracts Division, firms scheduled had orders for the following additional types of jackets: Coats—marine, moleskin, sheepskin—

lined; jackets—navy pea, melton, heavy twill; wool coats—jumper style for Indian Service.

In its own specifications, therefore, the United States Government does not use one title to designate a coat of any given material or style. A mackinaw may be of duck, wool-lined, or of wool, and a pea jacket may be of the same materials and general construction. Jackets 32 inches and longer are called jackets, mackinaws, or coats. The 28-inch jacket is consistently called a windbreaker or a lumberjacket, though it may be made of various materials.

Industrial classification of jackets.

While Government specifications for jackets are issued under a few titles, the trade employs many to designate differences in style of outdoor, cold-weather, work, or sport jackets. Jackets ranging in length from 30 to 40 inches and double-breasted are called mackinaws, reefers, collegiates, navy peas, and by other names. Jackets often of the same length but single-breasted and double-backed are called mackinaws, work jackets, stags, cruisers, hunting coats, and by names of other sports. The jacket that is 24 to 28 inches in length may be made like the single-breasted type of coat except that it is banded at the waist, or it may be a garment requiring no special skill; it is called a blazer, a windbreaker, a lumberjacket, a cossack, and by other names. Firms that specialize in high-grade jackets frequently give each of their products a special name for advertising purposes.

Leather-jacket manufacture.

Leather jackets made in 1937 were cut, in the main, from horsehide, capeskin, and suede, though some firms reported jackets of goatskin, sheepskin, and pigskin. They were lined with wool, kasha, rayon, or sateen, or were unlined. The jackets were made up in hip and waist lengths, straight and bloused, buttoned and zippered, and in numerous styles.

Regardless of the style, lining, or length, the production of leather jackets requires greater skill than is required for cotton work or sport jackets. Skins are relatively costly, so good workmanship is essential to avoid spoilage. Skins must be cut singly by hand, the process being known as short-knife or draw-knife cutting. They are stitched on a specially constructed sewing machine having a compound feed that pushes the stiff material along as it is stitched. Employer and employee alike recognize the leather cutters and sewing-machine operators as more skilled workmen than cutters and operators on similar jackets of wool or cotton mixtures.

While some of these firms make sheepskin coats with the skin as the outer material, more frequently the sheepskin is the lining for a coat made of moleskin (a cotton material), or of leatherette or corduroy. While the skin must be hand-cut like any jacket leather, the fact that it is a lining with wool exposed permits of the stitching being less carefully done. In 1937 very few firms specialized in the sheep-lined coat; rather it was made by firms producing other leather jackets.

Wool-jacket manufacture.

Wool cloth for jackets is cut with an electric cutter. The heavier wools are best stitched on a sewing machine constructed like the leather-stitching machine. The lighter wools can be stitched on cotton-garment sewing machines after changes in attachments are

made, though a few special machines may be needed. While best practice requires such a division of wool-jacket manufacturing, actually some plants equipped only with the cotton-garment machines produce not only the lighter wool jackets but some of the heavier ones. The belief, substantiated by practice, seems to be that any firm equipped to manufacture cotton work clothes or woolen garments can produce a line of wool jackets, but that leather jackets present difficult problems.

The industry.

The United States Census of Manufactures does not list the outdoor cold-weather jacket as an industry. In 1937 it was included in "men's cotton, leather, and allied garments." The Census figures show that there were 78 establishments making leather and sheep-lined clothing, consisting of leather coats and jackets (including sheep-lined), other leather garments, and sheep-lined coats excluding leather. These employed an average of 4,075 workers in 1937. The value of these products was reported to be \$19,288,528. The firms making other types of outdoor jackets were combined with men's work-clothing factories and only data pertaining to value and quantity of specific products were shown separately. The total value of these outdoor jackets (including men's, youths', and boys' windbreakers and lumber-jackets; mackinaws, mackinaw coats, reefers, and other short coats; melton jackets; blanket-lined and similar coats; leatherette coats and jackets; hunting coats and vests; riding and camp clothing; ski suits and snow suits; and other sport clothing) amounted to \$38,145,706.

The market for work or sport jackets has not been large enough to employ many persons the year round on leather and sheep-lined jackets or on wool jackets. Of a total of 89 firms visited, only 22 made jackets solely of one or the other material without filling in with other garments. Ten of these firms were in New York, four in New Jersey, and four in Massachusetts.

Firms visited, that produced predominantly the leather and sheep-lined jackets, often produced wool hip and waistline jackets of different types, snow suits or ski suits, and a few corduroy jackets, wool-lined. A very few of these firms devoted part of the year to the production of raincoats, summer slacks, or fur coats, while some conducted the jacket line as a department of factories producing dress fur coats, leather work gloves, and sporting goods.

Where the production stress was on wool jackets, snow or ski suits of wool frequently were made, and many firms made specific types of leather jackets. The larger number of wool-jacket firms supplemented jacket production with another product in the slack season. Such products included men's overcoats, wool trousers, women's coats and suits, women's spring sport coats, cotton blouses, and jackets, raincoats, barrack bags. In a few instances the wool jacket was a department in a factory with other departments producing flannel shirts, caps and hats, fur and wool overcoats.

Two groups in addition to the factories whose major production is of leather, sheep-lined, or wool jackets compete in this field: One is the small factory that makes a cheaper jacket of mixed wool and cotton, or of leatherette; the other is the cotton-work-garment firm that makes a quantity production item, usually of mixed wool and cotton, to keep workers employed the year round. While firms

specializing in leather and sheep-lined jackets did not feel the competition from these cotton-garment firms, a few large producers were repeatedly mentioned by wool-jacket manufacturers as offering severe competition in all cheaper lines of both hip and waistline jackets. Some of the large cotton-garment firms produced the wool-mixed jacket in separate factories as a regular item, but others placed orders wherever plants were running slack, sending out a machine man with parts to make necessary machine adjustments.

Basis of Women's Bureau classification.

From the foregoing description of the overlapping of products, the difficulties in segregating outdoor cold-weather jacket manufacturing as an industry are clear. Rather, the segregation can be based only on the products made in greatest volume during the year. The Women's Bureau considered first the length of the period in 1937 during which the factory or factory department was engaged on leather, sheep-lined, or wool jackets, and the length of time on wool-mixed or leatherette jackets or other types of garment. The factory whose production was on wool-mixed or leatherette jackets or other types of garment has been eliminated from tables, and the pay-roll data for these establishments are used only to show the earnings in plants competing with the firms in the classes selected for study. Factories that operated the larger part of the year on leather, sheep-lined, or wool jackets were classified further according to the production during the period for which a pay roll was transcribed. Where two-thirds of the production was on leather and sheep-lined jackets, the factory was tabulated under this classification. In only three cases were there added to the leather group factories whose leather-jacket production during the pay-roll week was listed as 50 percent of the total; these factories were added because an additional part of the production was on sheep-lined ski suits or on fur coats—the production being more largely on skins than on wools. All other factories were tabulated under wool jackets.

In the few factories where volume production was found both on leather and on wool jackets, machine operators as well as cutters worked continuously on one product; but in the larger number of factories surveyed, some of the workers were transferred from leather to wool, or from wool to leather as the demands required. For this reason it is not feasible to separate the workers by the specific product on which they were employed in the pay-roll week.

Scope of survey.

Every effort was made to visit all firms whose major products were leather, sheep-lined, or all-wool men's jackets in States in which more than three firms were located. The 13 States visited were as follows: Connecticut, Illinois, Iowa, Massachusetts, Michigan, Minnesota, Missouri, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, and Wisconsin. Maine was not visited because the number of firms known to specialize in these products did not exceed three, but the records of one Maine plant were secured from the firm's Boston office. Visits to four Ohio firms yielded no reports, as production had shifted to other fields or no hour records were kept. In this report data from some States are combined because too few establishments were scheduled for separate tabulation. (See table 1 for States and groups of States.)

As far as can be ascertained, all men's-leather-jacket firms in States covered that employed 50 or more persons, and many smaller ones, were scheduled. Attention is called to the fact that firms specializing in women's leather jackets were not included because such firms insisted that the style element dominates the industry, which is concentrated in New York City. In New Jersey several large sheep-lined-jacket firms would not furnish pay-roll data until after January 2, as accountants were closing the books for the year.

It is believed that all firms in the States included whose major product was wool jackets and whose staff comprised 50 or more persons were covered. In all, week's earnings records were obtained for 5,140 experienced persons employed in 73 leather, sheep-lined, or wool jacket firms in the fall months of 1937. Records of hours worked were reported for 4,253 persons in 58 of these firms.

Cotton-garment firms that produced wool-mixture jackets, or some wool jackets, and other small factories specializing in wool-mixture or leatherette or corduroy coats were not included in the survey proper. However, 12 of the former and 6 of the latter, mentioned frequently as offering sharp competition to the wool-jacket industry proper, were visited, and in 16 of them the pay-roll records of employees working on wool or wool-mixture jackets only were taken. One cotton-garment firm visited claimed that its wool-mixture jackets had been distributed to so many plants that it was not feasible to separate the pay-roll record of wool-jacket operators from those of shirt or overall operators. The second cotton-garment firm that produced wool or wool-mixed jackets in one plant had furnished a pay roll for the jacket plant for another survey earlier in 1937.

As has been stated (p. 8), only 22 of the 73 firms majoring in leather, sheep-lined, or wool jackets produced solely jackets of these three materials without other garments in the slack seasons. However, the pay-roll records of cutters and sewing-machine operators were transcribed only for those employed solely on leather, sheep-lined, or wool jackets in the week studied. The scope of the survey, with number of establishments and of employees covered, the latter exclusive of learners, is shown in table 1.

From table 1 it is apparent that the great majority of the workers were women, though the proportion varied for the different products. Women comprised 60 percent of the work force in firms producing leather and sheep-lined jackets, 77 percent in the wool-jacket firms, and 83 percent in the firms making mixed wool and cotton or leatherette jackets. Women are relatively fewer in the firms making leather and sheep-lined jackets, as the work requires greater skill, and the cutting operations, usually done by men, are more important in the production of these jackets than is the case for wool or cotton jackets. By State, the proportion of women in leather and sheep-lined jacket firms varied from 41 percent in New York and Connecticut to 73 percent in Minnesota; in firms making wool jackets the proportion varied from 73 percent in Minnesota and 74 percent in New Jersey and Pennsylvania to 91 percent in Iowa and Michigan; and in the firms making mixed wool and cotton or leatherette jackets it varied from 76 percent in Wisconsin to 93 percent in Iowa and Missouri.

Usually, cold-weather-jacket production is heavy until the first of December. In all sections of the country the season in 1937 ended about November 1. Consequently, it was necessary to take pay-roll

records in an earlier fall month to secure a week of steady operation, though agents visited the plants in November and December.

All employers agreed that 1937 had been a very light year for orders of outdoor cold-weather jackets. This condition affects the records presented in two particulars: First, not so many persons were employed, and second, even in pay-roll periods regarded as representative of full employment, the volume frequently was insufficient to yield highest earnings to piece workers.

TABLE 1.—Number of establishments visited and number of men and women for whom earnings were reported, by State—Outdoor cold-weather jackets

State	Establishments whose major products were as specified											
	Leather and/or sheep-lined jackets				Wool jackets				Mixed wool and cotton or leatherette jackets ¹			
	Number of establishments	Employees			Number of establishments	Employees			Number of establishments	Employees		
		Total	Women	Men		Total	Women	Men		Total	Women	Men
Total.....	48	3,217	1,934	1,283	25	1,923	1,485	438	16	738	615	123
Percent distribution.....	100.0	60.1	39.9	100.0	77.2	22.8	100.0	83.3	16.7			
Illinois.....	5	256	148	108	2	330	253	77				
Iowa, Michigan, and Missouri.....	2	223	120	103	2	244	223	21	2	61	57	4
Massachusetts, Maine, and New Hampshire.....	4	842	511	331	3	115	94	21	6	173	140	33
Minnesota.....	6	380	277	103	9	503	369	134	1	104	91	13
New Jersey and Pennsylvania.....	9	734	444	290	5	494	365	129	5	375	308	67
New York and Connecticut.....	11	269	111	158								
Wisconsin.....	3	513	323	190	4	237	181	56	1	25	19	6

¹ Only plants named frequently as competitors in the wool-jacket market were included. See p. 29.

² Iowa and Missouri.

³ Iowa and Michigan.

⁴ Massachusetts only.

⁵ Massachusetts and New Hampshire.

⁶ Massachusetts and Maine.

LEATHER AND SHEEP-LINED JACKETS

Method of wage payment.

In leather-jacket cutting (see p. 7), the cutters are paid by the piece to a very large extent; only about one in every six were found to be paid, for some special reason, at a time rate. Regular sewing-machine operation is paid at piece rates entirely. Only sample or repair machine operators are on a time basis.

The other manufacturing operations are paid on a time basis in approximately three-fourths of the cases. The operations include such tasks as: Tacking skins on cutting tables, marking for buttons and buttonholes, trimming edges, inspecting, folding, ticketing, and boxing. Nonmanufacturing occupations are practically always paid on a time basis.

Established scales of wages.¹

In the matter of organization, the leather and sheep-lined jacket industry comes under the Amalgamated Clothing Workers of America. According to the director of research of this union: "Piece rates for operators * * * are established * * * at a level which will provide a minimum of 45 cents per hour to experienced operators. The piece rates for operators actually yield an average of above 60 cents per hour to all operators. The rates for cutters are established so that experienced cutters will earn an average of a dollar an hour."

Under the cotton-garment code of N. R. A. the rates were fixed as follows: 45 cents for sewing-machine operators; 75 cents for short-knife cutters; 40 cents for unskilled (\$14 for 36 hours). "The number of *learners* * * * shall not exceed 10 percent of the total number of manufacturing employees in said plant. A learner shall be classified as a person who has worked in this industry for a period of not more than 12 weeks in whatsoever capacity. Learners shall be paid not less than 50 percent of the minimum wage for first 4 weeks; two-thirds for second 2 weeks; and 80 percent of the minimum wage for third 4 weeks."

Policies concerning learners.

Of the 48 firms producing principally leather jackets, one-half stated that they employed beginners as needed. The other half said that when they could not secure trained leatherworkers they hired workers experienced on wool coats, suits, or dresses, or kindred garments.

The Massachusetts firms that reported learners said they considered that the State minimum wage for learners in the men's-furnishings industry applied to them; that is, a guarantee of \$8.50 a week for the first 3 months and \$10 for the second 3 months. Firms in other States usually put machine operators on piece rates immediately, while beginner cleaners and trimmers and other workers were paid a time rate.

Only 18 firms actually were employing beginners at the time the pay rolls were copied. Beginners numbered 71 persons, and hourly earnings were computed for 58 of these. The largest single group, 31 percent, earned 30 cents, but 28 percent earned 25 and under 30 cents, and 26 percent had earnings below 25 cents. The arithmetic average was 27.9 cents an hour.

¹ A minimum-wage determination of the Secretary of Labor, which took effect May 13, 1938, states that 42½ cents an hour, or \$17 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the leather and sheep-lined jacket industry.

EARNINGS AND HOURS OF EXPERIENCED WORKERS

Week's earnings.

The 48 firms making principally leather or sheep-lined jackets employed 3,217 workers in the fall of 1937. These workers had average earnings of \$22.45 for the pay-roll week taken, a period said to represent full employment. Thirty percent earned \$20 and under \$30, and 25 percent \$15 and under \$20. Less than 1 percent earned exactly \$15 and 75 percent earned more than \$15. Equal proportions of the workers, 7 percent in each case, had earnings at the extremes of the wage scale, under \$10 and \$40 or more.

Average weekly earnings approximated the average for all States in Massachusetts (\$21.80), in Minnesota (\$22.30), in Iowa and Missouri (\$22.35), and in Wisconsin (\$23.35). They reached \$25.25 in New York and Connecticut and \$28.75 in Illinois. They fell to \$19.45 in New Jersey and Pennsylvania. The details in regard to week's earnings of all employees are given in tables 2 and 3.

TABLE 2.—Average week's earnings and average hourly earnings, by sex and State—
Leather and sheep-lined jackets

State	Number of establishments	Number of employees	Average week's earnings ¹	Number with hours worked reported		
				Establishments	Employees	Average hourly earnings ¹ (cents)
<i>All employees</i>						
Total.....	48	3,217	\$22.45	35	2,420	60.8
Illinois.....	5	256	28.75	2	123	81.7
Iowa and Missouri.....	4	223	22.35	3	83	62.3
Massachusetts.....	10	842	21.80	8	746	60.5
Minnesota.....	6	350	22.30	5	335	64.1
New Jersey and Pennsylvania.....	9	734	19.45	7	508	50.6
New York and Connecticut.....	11	269	25.25	7	163	63.4
Wisconsin.....	3	513	23.35	3	512	63.4
<i>Women</i>						
Total.....	48	1,934	\$18.75	35	1,495	51.8
Illinois.....	5	148	25.95	2	87	77.2
Iowa and Missouri.....	4	120	18.50	3	17	-----
Massachusetts.....	10	511	17.50	8	463	48.8
Minnesota.....	6	277	20.30	5	245	55.9
New Jersey and Pennsylvania.....	9	444	16.70	7	297	43.1
New York and Connecticut.....	11	111	16.95	7	63	41.4
Wisconsin.....	3	323	19.65	3	323	56.4
<i>Men</i>						
Total.....	48	1,283	\$28.00	35	925	75.2
Illinois.....	5	108	32.50	2	36	95.1
Iowa and Missouri.....	4	103	26.85	3	16	-----
Massachusetts.....	10	331	28.50	8	283	79.3
Minnesota.....	6	103	27.55	5	90	86.3
New Jersey and Pennsylvania.....	9	290	23.60	7	211	60.7
New York and Connecticut.....	11	158	31.10	7	100	77.4
Wisconsin.....	3	190	29.70	3	189	75.2

¹ The mean—the simple arithmetic average; not computed where base less than 25.

TABLE 3.—Distribution of week's earnings, by sex and State—Leather and sheep-lined jackets

State	Number of employees	Percent of employees whose earnings were—											
		Under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30, under \$35	\$35, under \$40	\$40, under \$50	\$50 and over	Under \$15	\$15	Over \$15
<i>All employees</i>													
Total.....	3,217	7.1	16.7	25.2	18.7	11.4	8.5	5.2	5.5	1.7	23.8	0.9	75.3
Illinois.....	256	.4	5.1	19.1	17.2	17.6	16.0	8.6	12.1	3.9	5.5	1.5	93.0
Iowa and Missouri.....	223	4.0	18.4	26.0	20.6	8.1	10.3	6.3	6.3	-----	22.4	-----	77.6
Massachusetts.....	842	9.7	17.9	24.0	19.4	9.4	7.2	5.3	5.0	2.0	27.7	.5	71.9
Minnesota.....	380	6.6	11.3	29.5	21.1	16.3	5.8	2.6	5.8	1.1	17.9	-----	82.1
New Jersey and Pennsylvania.....	734	10.8	23.8	27.4	18.4	8.2	4.1	3.3	3.0	1.1	34.6	2.6	62.8
New York and Connecticut.....	269	8.9	14.9	19.0	14.9	11.5	8.6	7.4	9.3	5.6	23.8	.4	75.8
Wisconsin.....	513	1.9	14.4	26.9	18.5	13.8	14.0	6.0	3.9	.4	16.4	.2	83.4
<i>Women</i>													
Total.....	1,934	9.3	20.4	32.2	22.0	9.2	4.3	1.6	1.0	0.1	29.7	1.0	69.3
Illinois.....	148	.7	7.4	24.3	18.2	15.5	18.2	8.8	6.8	-----	8.1	-----	91.9
Iowa and Missouri.....	120	7.5	23.3	33.3	23.3	4.2	3.3	4.2	.8	-----	30.8	-----	69.2
Massachusetts.....	511	13.9	21.5	30.7	22.3	6.8	3.7	.8	.2	-----	35.4	.2	64.4
Minnesota.....	277	6.1	12.3	35.7	24.5	14.8	3.2	.4	2.5	.4	18.4	-----	81.6
New Jersey and Pennsylvania.....	444	12.2	27.3	33.8	18.7	6.3	1.4	.5	-----	-----	39.4	4.1	56.5
New York and Connecticut.....	111	16.2	22.5	28.8	21.6	8.1	1.8	.9	-----	-----	38.7	.9	60.4
Wisconsin.....	323	2.8	20.4	33.4	25.4	11.5	5.3	1.2	-----	-----	23.2	-----	76.8
<i>Men</i>													
Total.....	1,283	4.0	11.1	14.7	13.8	14.7	14.7	10.6	12.2	4.3	15.0	0.7	84.3
Illinois.....	108	-----	1.9	12.0	15.7	20.4	13.0	8.3	19.4	9.3	1.9	3.7	94.4
Iowa and Missouri.....	103	-----	12.6	17.5	17.5	12.6	18.4	8.7	12.6	-----	12.6	-----	87.4
Massachusetts.....	331	3.3	12.4	13.6	14.8	13.3	12.7	12.4	12.4	5.1	15.7	.9	83.4
Minnesota.....	103	7.8	8.7	12.6	11.7	20.4	12.6	8.7	14.6	2.9	16.5	-----	83.5
New Jersey and Pennsylvania.....	290	8.6	18.6	17.6	17.9	11.0	8.3	7.6	7.6	2.8	27.2	.3	72.4
New York and Connecticut.....	158	3.8	9.5	12.0	10.1	13.9	13.3	12.0	15.8	9.5	13.3	-----	86.7
Wisconsin.....	190	.5	4.2	15.8	6.8	17.9	28.9	14.2	10.5	1.1	4.7	.5	94.7

There was a very wide range in the week's earnings paid to the employees in each State group, though in every case but Illinois and Minnesota the most common week's earnings were from \$10 to \$25, the proportion of workers who received such earnings varying from 49 percent in New York and Connecticut to 70 percent in New Jersey and Pennsylvania. In Illinois and Minnesota the concentration of week's earnings was somewhat higher; 54 and 67 percent, respectively, of the workers had earnings of \$15 to \$30. In Wisconsin the concentration at \$15 to \$30 (59 percent) was practically the same as that at \$10 to \$25 (60 percent).

Low earnings were paid more generally in Massachusetts and in New Jersey and Pennsylvania, where respectively 28 and 35 percent of the workers had earnings of less than \$15. In contrast to these are the large number of workers in New York and Connecticut, 31 percent, and in Illinois, 41 percent, who were paid \$30 or more. In New York and Connecticut, however, a substantial proportion of the employees (24 percent) had earnings below \$15.

The average week's earnings of the men employed in the leather and sheep-lined jacket factories varied from \$23.60 in New Jersey and Pennsylvania to \$32.50 in Illinois. The men in New York and Connecticut also had high average earnings, \$31.10, while those in the remaining States averaged between \$26 and \$30.

There was little concentration of men's earnings at any point in the wage scale, and the distribution of earnings shows that roughly 14 percent of the men had earnings in each of the four \$5 intervals from \$15 to \$35; 27 percent were paid \$35 or more. In only three States were there as many as one-fifth of the men with earnings in any \$5 interval; in Illinois and in Minnesota one-fifth earned \$25 and under \$30, and in Wisconsin nearly three-tenths earned \$30 and under \$35. The proportion of men who were paid \$30 or more varied from only 26 percent in New Jersey and Pennsylvania and 39 percent in Minnesota to 55 percent in Wisconsin; it was 50 percent or more also in Illinois and in New York and Connecticut. In New Jersey and Pennsylvania as many as 27 percent were paid less than \$15. Compared to this large proportion were only 2 percent in Illinois, 5 percent in Wisconsin, and from 13 to 17 percent in the other States who had such low earnings.

The week's earnings of women were considerably lower than those of men, and their average earnings ranged from \$16.70 in New Jersey and Pennsylvania to \$25.95 in Illinois. In only one other State—Minnesota—did women average as much as \$20. States where women had relatively low average earnings were (besides New Jersey and Pennsylvania) New York and Connecticut with \$16.95 and Massachusetts with \$17.50. The difference between men's and women's average earnings varied from \$6.55 in Illinois to \$14.15 in New York and Connecticut.

In general, the most common earnings of women were from \$10 to \$25; 51 percent in New York and Connecticut and 61 percent in New Jersey and Pennsylvania had earnings of \$10 and under \$20, and from 53 to 60 percent in Massachusetts, Wisconsin, and Minnesota earned \$15 and under \$25. In Iowa and Missouri identical proportions (57 percent) earned \$10 and under \$20 and \$15 and under \$25. Women in Illinois had somewhat higher earnings, as 58 percent earned \$15 and under \$30 and as many as 34 percent earned \$30 and over. In

no other State did one-tenth of the women earn \$30 or more, and no woman in New Jersey and Pennsylvania, New York and Connecticut, or Wisconsin earned as much as \$40. The proportion with earnings below \$10 varied from 1 percent in Illinois and 3 percent in Wisconsin to 14 percent in Massachusetts and 16 percent in New York and Connecticut.

Hours worked.

The number of hours worked in the pay-roll week was reported for 2,420 employees, or three-fourths of the total for whom week's earnings were reported. From table 4, which gives a summary of the hours worked, it is seen that one-half of the employees had less than 40 hours of work, more than one-fifth (22 percent) worked 40 hours, and almost three-tenths (29 percent) exceeded 40 hours.

There was a pronounced diversity in working hours among the different States. In only one locality—New York and Connecticut—did the majority of the workers (56 percent) work longer than 40 hours. New Jersey and Pennsylvania, and Iowa and Missouri, were the only others in which the majority worked 40 hours or more; in the first two one-fourth of the employees worked 40 hours and more than two-fifths (43 percent) worked over 40, and in Iowa and Missouri two-thirds had a 40-hour week. In the remaining States—Massachusetts, Minnesota, Wisconsin, and Illinois—from 51 to 69 percent of the employees had less than 40 hours of work. It is interesting to note that even though a larger proportion of the employees in Illinois and Wisconsin than in the other States worked less than 40 hours, Illinois ranked first and Wisconsin ranked third in average week's earnings of the workers.

TABLE 4.—Hours worked in the pay-roll week recorded, by sex and State—Leather and sheep-lined jackets

State	All employees			Women			Men					
	Number with hours worked reported	Percent who worked—			Number with hours worked reported	Percent who worked—			Number with hours worked reported	Percent who worked—		
		Under 40 hours	40 hours	Over 40 hours		Under 40 hours	40 hours	Over 40 hours		Under 40 hours	40 hours	Over 40 hours
Total.....	2,420	49.9	21.6	28.5	1,495	53.4	20.1	26.5	925	44.3	23.9	31.8
Illinois.....	123	69.1	30.1	.8	87	64.4	34.5	1.1	36	80.6	19.4
Iowa and Missouri.....	33	30.3	66.7	3.0	117	116
Massachusetts.....	746	51.2	15.2	33.6	463	47.7	17.9	34.3	283	56.9	10.6	32.5
Minnesota.....	335	59.7	23.3	17.0	245	61.2	21.6	17.1	90	55.6	27.8	16.7
New Jersey and Pennsylvania.....	508	32.1	24.6	43.3	297	29.3	28.3	42.4	211	36.0	19.4	44.5
New York and Connecticut.....	163	27.0	17.2	55.8	63	23.8	4.8	71.4	100	29.0	25.0	46.0
Wisconsin.....	512	63.3	23.2	13.5	323	81.4	11.5	7.1	189	32.3	43.4	24.3

¹ Distribution not computed; base less than 25.

In all States combined a larger proportion of men than of women worked 40 hours or more, but this did not hold true in each State when considered separately. In New York and Connecticut 71 percent of the women but only 46 percent of the men worked more than 40 hours. In New Jersey and Pennsylvania, Massachusetts, and Illinois the proportions of women who worked 40 hours or more were

respectively 71, 52, and 36 percent, in contrast to respectively 64, 43, and 19 percent of the men. In Wisconsin and in Minnesota, however, as in all States combined, larger proportions of the women than of the men worked less than 40 hours, the proportions in these two areas being 81 and 61 percent of the women compared to 32 and 56 percent of the men.

Average hourly earnings.

In spite of the fact that employers selected a pay-roll week of full operation, individual records showed many workers who did not put in a full week. Hourly earnings, therefore, furnish the only valid basis for a wage comparison. Records of hours worked were not available for all workers, but hourly earnings were computed for the 2,420 employees in 35 firms for whom such records were obtained. The figures were arrived at, for each employee separately, by dividing the week's earnings by the number of hours worked.

A distribution in 1-cent intervals of hourly earnings of workers on leather and sheep-lined jackets shows that no single amount was earned by so many as 4 percent of the workers. The largest single group (3.8 percent) earned 36 and under 37 cents an hour; the second largest groups (2.6 percent in each case) earned respectively 45 and under 46 cents and 42 and under 43 cents. Table 5 shows in detail the very wide distribution of hourly earnings, which ranged, for 91 percent of the workers, from 35 cents to a dollar or more.

With earnings in 5-cent intervals (table 6), the largest single group was 11.4 percent for the employees who earned 35 and under 40 cents an hour, followed by 10.5 percent who earned 45 and under 50 cents, and 10.3 percent who earned 40 and under 45 cents, the three groups comprising almost a third (32.2 percent) of the total. Just over half the employees had hourly earnings of as much as 40 cents but of less than 70 cents. The arithmetic average of the earnings of all 2,420 employees was 60.8 cents.

TABLE 5.—Distribution of hourly earnings in 1-cent intervals—Leather and sheep-lined jackets

Hourly earnings (cents)	Employees		Hourly earnings (cents)	Employees		Hourly earnings (cents)	Employees	
	Num- ber	Per- cent		Num- ber	Per- cent		Num- ber	Per- cent
Total.....	2,420	100.0	40, under 41....	49	2.0	63, under 64....	15	0.6
Under 20.....	11	0.5	41, under 42....	49	2.0	64, under 65....	37	1.5
20, under 21....	6	.2	42, under 43....	63	2.6	65, under 66....	32	1.3
21, under 22....	3	.1	43, under 44....	37	1.5	66, under 67....	31	1.3
22, under 23....	5	.2	44, under 45....	51	2.1	67, under 68....	29	1.2
23, under 24....	4	.2	45, under 46....	63	2.6	68, under 69....	31	1.3
24, under 25....	2	.1	46, under 47....	49	2.0	69, under 70....	26	1.1
25, under 26....	27	1.1	47, under 48....	47	1.9	70, under 71....	19	.8
26, under 27....	5	.2	48, under 49....	49	2.0	71, under 72....	30	1.2
27, under 28....	16	.7	49, under 50....	47	1.9	72, under 73....	26	1.1
28, under 29....	6	.2	50, under 51....	43	1.8	73, under 74....	17	.7
29, under 30....	12	.5	51, under 52....	32	1.3	74, under 75....	19	.8
30, under 31....	41	1.7	52, under 53....	52	2.2	75, under 76....	28	1.2
31, under 32....	20	.8	53, under 54....	34	1.4	76, under 77....	24	1.0
32, under 33....	30	1.2	54, under 55....	37	1.5	77, under 78....	15	.6
33, under 34....	20	.8	55, under 56....	48	2.0	78, under 79....	26	1.1
34, under 35....	19	.8	56, under 57....	32	1.3	79, under 80....	18	.7
35, under 36....	38	1.6	57, under 58....	35	1.4			
36, under 37....	91	3.8	58, under 59....	45	1.9	80, under 90....	156	6.4
37, under 38....	60	2.5	59, under 60....	48	2.0	90, under 100....	110	4.5
38, under 39....	41	1.7	60, under 61....	37	1.5	100 and over....	205	8.5
39, under 40....	46	1.9	61, under 62....	40	1.7			
			62, under 63....	36	1.5			

TABLE 6.—Distribution of hourly earnings in 5-cent intervals, by sex and State—Leather and sheep-lined jackets

State	Number of employees	Percent of employees whose earnings were—																		
		Under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60, under 65 cents	65, under 70 cents	70, under 75 cents	75, under 80 cents	80, under 85 cents	85, under 90 cents	90, under 95 cents	95 cents, under \$1	\$1 and over	Under 37½ cents	37½ cents	Over 37½ cents
<i>All employees</i>																				
Total	2,420	4.0	5.4	11.4	10.3	10.5	8.2	8.6	6.8	6.2	4.6	4.6	3.6	2.9	2.6	1.9	8.5	15.4	1.5	83.1
Illinois	123			.8	.8	5.7	5.7	7.3	4.1	12.2	4.9	6.5	9.8	6.5	9.8	4.1	22.0			100.0
Iowa and Missouri	33		6.1	3.0	9.1	24.2	9.1	3.0	3.0	15.2	6.1	3.0	9.1				9.1	6.1		93.9
Massachusetts	746	2.4	4.0	17.6	9.9	10.1	9.2	8.7	6.0	6.4	4.0	3.8	2.3	3.2	1.6	.7	10.1	18.9	.5	80.6
Minnesota	335	1.8	3.6	5.4	11.6	12.5	8.1	9.3	8.1	8.1	4.8	5.1	2.7	2.2	1.2	2.1	10.7	6.3		93.7
New Jersey and Pennsylvania	508	9.8	11.4	16.9	13.2	10.6	6.5	7.7	4.3	3.3	3.0	2.8	1.0	1.8	1.8	2.2	3.7	27.6	6.1	66.3
New York and Connecticut	163	11.0	6.1	7.4	11.0	9.8	3.7	7.4	6.7	2.5	5.5	3.1	1.8	2.5	3.1	3.7	14.7	21.5		78.5
Wisconsin	512	1.0	3.5	5.2	9.2	10.4	10.4	10.0	10.5	6.4	6.4	7.4	5.9	2.9	4.1	2.5	4.1	6.6	.4	93.0
<i>Women</i>																				
Total	1,495	4.3	5.4	15.3	13.8	14.0	10.8	10.9	7.7	5.5	3.5	3.0	1.9	0.9	1.1	0.3	1.4	17.9	1.7	80.3
Illinois	87			1.1	1.1	6.9	6.9	8.0	5.7	14.9	4.6	6.9	9.2	6.9	10.3	2.3	14.9			100.0
Massachusetts	463	3.0	3.0	24.8	15.1	14.0	12.1	10.4	6.5	3.9	3.0	2.6	.4	.4	.2		.4	23.3	.4	76.2
Minnesota	245	2.4	3.7	6.1	15.9	16.7	8.6	11.0	9.8	9.4	4.9	2.9	4.5	.8	.4	.4	2.4	7.3		92.7
New Jersey and Pennsylvania	297	9.8	13.5	22.8	17.2	11.4	7.4	8.8	4.7	1.7	1.3	1.0			.3			31.6	7.7	60.6
New York and Connecticut	63	17.5	11.1	14.2	17.5	17.5	6.3	11.1	3.2	1.6								36.5		63.5
Wisconsin	323	1.5	3.1	5.9	10.2	14.2	15.2	14.9	12.1	6.8	5.3	5.3	2.5	.9	1.5	.6		7.4	.3	92.3
<i>Men</i>																				
Total	925	3.5	5.3	5.2	4.5	4.9	4.0	4.8	5.4	7.2	6.4	7.1	6.3	6.1	5.0	4.5	19.9	11.4	1.2	87.5
Illinois	36					2.8	2.8	5.6		5.6	5.6	5.6	11.1	5.6	8.3	8.3	38.9			100.0
Massachusetts	283	1.4	5.7	5.7	1.4	3.5	4.6	6.0	5.3	10.6	5.6	5.6	5.3	7.8	3.9	1.8	25.8	11.7	.7	87.6
Minnesota	90		3.3	3.3		1.1	6.7	4.4	3.3	4.4	4.4	11.1	6.7	7.8	3.3	6.7	33.3	3.3		96.7
New Jersey and Pennsylvania	211	10.0	8.5	8.5	7.6	9.5	5.2	6.2	3.8	5.7	5.2	5.2	2.4	4.3	3.8	5.2	9.0	21.8	3.8	74.4
New York and Connecticut	100	7.0	3.0	3.0	7.0	5.0	2.0	5.0	9.0	3.0	9.0	5.0	3.0	4.0	5.0	6.0	24.0	12.0		88.0
Wisconsin	189		4.2	4.2	7.4	3.7	2.1	1.6	7.9	5.8	8.5	11.1	11.6	6.3	8.5	5.8	11.1	5.3	.5	94.2

Digitized by FRASER includes Iowa and Missouri, not shown separately; number too small for computation of percentages.

By State.—A comparison by State of the average hourly earnings of workers on leather and sheep-lined jackets reveals little difference in earnings in New England, New York, and most of the Middle Western States, the averages in all these ranging from 60.5 to 64.1 cents an hour. The extremes of average earnings were Illinois with 81.7 cents, or 21 cents more than the general average for all States, and New Jersey and Pennsylvania with 50.6 cents, or 10 cents less than the general average.

In the distribution in 5-cent intervals of earnings in the various States, wide differences appear. In Illinois nearly two-thirds (64 percent) of the workers averaged 70 cents or more an hour and no worker was paid so little as 37½ cents. In Minnesota and Wisconsin roughly one-half earned 40 and under 65 cents and one-third earned 70 cents or more.

Hourly earnings were at a much lower level for employees in the eastern States. Just over one-half in Massachusetts earned 30 and under 55 cents, though as many as one-fourth had earnings of 70 cents or more. In New Jersey and Pennsylvania the most common earnings were below 50 cents; 52 percent earned 30 and under 50 cents and 10 percent had earnings below 30 cents; less than one-sixth of the workers in these States earned as much as 70 cents. In New York and Connecticut there was a substantial proportion of the workers at each extreme of the earnings scale; 45 percent averaged less than 50 cents and 34 percent had earnings of 70 cents and over.

The records of New Jersey and Pennsylvania were examined carefully to determine the cause of the lower earnings in this area. New Jersey made a larger volume of sheep-lined jackets than any other State; further, the price level was in a somewhat lower range than that of most of the jackets made in the Middle West and New England. These factors may have some bearing on the earnings of the workers.

By sex.—Hourly earnings were computed for 925 men and 1,495 women. (See table 2.) The average earnings of the men were 75.2 cents, or 23.4 cents more than the women's average of 51.8 cents. Among the States the men's average varied from 60.7 cents in New Jersey and Pennsylvania to 86.3 cents in Minnesota and 95.1 cents in Illinois. The extremes of the women's average earnings were 41.4 cents in New York and Connecticut and 77.2 cents in Illinois. Only in New Jersey and Pennsylvania was the men's average less than 75 cents, but in all States but Illinois the women's average was less than 57 cents.

Except in New Jersey and Pennsylvania, the most pronounced concentration of men's earnings was in the intervals above 70 cents; the proportions with such earnings varied from 56 percent in Massachusetts to 83 percent in Illinois. In New Jersey and Pennsylvania 56 percent of the men had earnings of less than 60 cents. The number of men who earned less than 40 cents was small; no man in Illinois earned so little as 45 cents and in the other States the proportion with earnings below 40 cents varied from 7 percent in Minnesota to 27 percent in New Jersey and Pennsylvania.

The hourly earnings of women workers, on the other hand, were largely concentrated in the intervals below 60 cents in each State but Illinois. In Massachusetts, New Jersey and Pennsylvania, and New York and Connecticut from 60 to 78 percent of the women earned

less than 50 cents, and in Minnesota and in Wisconsin approximately 65 percent earned less than 60 cents. Only 24 percent of the women in Illinois had earnings of less than 60 cents, and as many as 44 percent had earnings of 80 cents or more. Ten percent of the women in New Jersey and Pennsylvania and 18 percent of those in New York and Connecticut earned less than 30 cents an hour.

Variation by firm.—The average hourly earnings were computed for all firms with 50 or more employees, and in some States there was considerable difference in the firm averages. The highest firm average exceeded the lowest by less than 1 cent in Illinois and by only 4.5 cents in Wisconsin, but in Minnesota the difference was 12.9 cents and in Massachusetts it was 22.2 cents.

Earnings by occupation.—The largest group of workers on leather and sheep-lined jackets, the sewing-machine operators (63 percent of the total), averaged 56.6 cents an hour. At no point was there any concentration, fairly equal numbers earning amounts ranging from 35 and under 36 cents to 59 and under 60 cents. More than 85 percent of the operators earned over 37½ cents, the minimum set for cotton and allied garment workers on public contracts. In all States but Illinois (77.8 cents) and the combined area of New Jersey and Pennsylvania (46.9 cents), average earnings were similar to the general average, the amounts ranging only from 57.3 cents to 59.1 cents.

Hand cutters (21 percent of the total) represent the second largest group of workers on leather and sheep-lined coats, and the average hourly earnings of these workers were 87.9 cents. Even in New Jersey and Pennsylvania, the area paying less to machine operators than was paid elsewhere, the cutters earned 84 cents, or slightly more than cutters earned in Wisconsin. In Massachusetts, Minnesota, New York and Connecticut, and Illinois, they averaged from 88.3 cents to \$1.02.

Employees in other manufacturing operations are about one-seventh of the manufacturing staff, and the average hourly earnings for these workers were 41.6 cents. In Wisconsin and in Minnesota the average for this group was about 50 cents. The average for all States combined was affected by the low figure for Massachusetts (37.1 cents) and that for New Jersey and Pennsylvania (34.6 cents).

TABLE 7.—Average hourly earnings, by occupation and State—Leather and sheep-lined jackets

State	All occupations		Cutters		Machine operators		Other manufacturing occupations		Nonmanufacturing occupations	
	Em- ploy- ees	Average hourly earn- ings ¹ (cents)	Em- ploy- ees	Average hourly earn- ings ¹ (cents)	Em- ploy- ees	Average hourly earn- ings ¹ (cents)	Em- ploy- ees	Average hourly earn- ings ¹ (cents)	Em- ploy- ees	Average hourly earn- ings ¹ (cents)
Total.....	2,420	60.8	506	87.9	1,522	56.6	338	41.6	54	44.6
Illinois.....	123	81.7	30	101.8	84	77.8	9	-----	-----	-----
Iowa and Missouri.....	33	62.3	5	-----	28	57.3	-----	-----	-----	-----
Massachusetts.....	746	60.5	144	88.3	494	57.3	90	37.1	18	-----
Minnesota.....	335	64.1	70	91.6	200	59.1	65	49.7	-----	-----
New Jersey and Pennsylvania.....	508	50.6	83	84.0	308	46.9	98	34.6	19	-----
New York and Connecticut.....	163	63.4	33	96.1	107	58.5	20	-----	3	-----
Wisconsin.....	512	63.4	141	83.3	301	57.3	56	50.6	14	-----

¹ The mean—the simple arithmetic average; not computed where base less than 25.

WOOL JACKETS

Method of wage payment.

The difference in the cutting and sewing of wool and leather has been described. The number of cutters on wool jackets is relatively smaller than the number needed for leather jackets.

About equal numbers of the cutters in wool jackets were paid on a time basis and on a piece basis. Sewing-machine operators were paid by the piece. Other manufacturing processes were paid on both a time and a piece basis. Nonmanufacturing workers were time workers.

Established scales of wages.²

The Amalgamated Clothing Workers of America groups mackinaws with leather and sheep-lined jackets in setting rates; that is, a cutter of mackinaws would average \$1 an hour, an operator 60 cents, with the minimum for operators 45 cents. The difficulties in limiting any wage determination to one style of jacket have been discussed.

Policies concerning learners.

Many wool-jacket firms regarded their product as one not suited to the training of beginners; rather, they looked to other garment industries for trained people, though a few had boys beginning as bundlers whom they expected to train to become cutters. Of the 25 firms scheduled in the fall of 1937, 13 were employing some learners, aggregating 41, in the pay-roll week recorded. In a number of cases these were paid piece rates, if sewing-machine operators, or they were guaranteed such amounts as 16 cents, 25 cents, and 30 cents an hour, for 4, 6, or 8 weeks.

Hourly earnings were computed for 39 beginners for whom hours worked were reported, and the average for the group was 25.4 cents. The largest number, 17, had earnings of 25 and under 30 cents, 10 of these at 25 and under 26 cents; 9 earned 30 and under 40 cents, 6 earned 20 and under 25 cents, and 7 were paid less than 20 cents.

EARNINGS AND HOURS OF EXPERIENCED WORKERS

Week's earnings.

The 25 firms making principally wool coats employed 1,923 experienced workers. A somewhat larger proportion than in the leather-jacket field were women—77 percent compared to 60 percent.

These workers averaged earnings of \$17.10 in the pay-roll week taken, when the factory was operating full time. At least \$20 a week was earned by 29 percent; 28 percent earned \$15 and under \$20; and just over 25 percent earned \$10 and under \$15. Less than 1 percent earned exactly \$15, the minimum set by the Secretary of

² A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, and an amendment extending coverage, effective May 13, 1938, state that 37½ cents an hour, or \$15 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the wool-jacket industry.

Labor for public contracts on cotton and allied garments; 56 percent earned more than \$15.

Average week's earnings of employees were about the same in Wisconsin and in Minnesota, respectively \$19.65 and \$19.90. They reached \$19 in Massachusetts and New Hampshire, but fell to \$12.40 in New Jersey and Pennsylvania. A careful examination was made of the production of the five firms in the area last mentioned. Mackinaws, meltons, and navy pea jackets ranged from 60 percent to 94 percent in individual firms, with some making 25 percent or more leather jackets, in the pay-roll period taken. But each made other products when the wool- and leather-jacket season was over.

TABLE 8.—Average week's earnings and average hourly earnings, by sex and State—Wool jackets

State	Number of establishments	Number of employees	Average week's earnings ¹	Number with hours worked reported		
				Establishments	Employees	Average hourly earnings ¹ (cents)
<i>All employees</i>						
Total.....	25	1,923	\$17.10	23	1,833	47.6
Illinois.....	2	330	18.35	2	330	48.3
Iowa and Michigan.....	2	244	15.55	2	244	37.8
Massachusetts and New Hampshire.....	3	115	19.00	3	115	47.3
Minnesota.....	9	503	19.90	9	491	58.7
New Jersey and Pennsylvania.....	5	494	12.40	3	416	40.9
Wisconsin.....	4	237	19.65	4	237	46.0
<i>Women</i>						
Total.....	25	1,485	\$15.30	23	1,417	43.0
Illinois.....	2	253	15.75	2	253	43.2
Iowa and Michigan.....	2	223	15.30	2	223	36.6
Massachusetts and New Hampshire.....	3	94	18.20	3	94	46.4
Minnesota.....	9	369	17.90	9	358	52.3
New Jersey and Pennsylvania.....	5	365	10.30	3	308	36.3
Wisconsin.....	4	181	18.25	4	181	42.2
<i>Men</i>						
Total.....	25	438	\$23.00	23	416	63.0
Illinois.....	2	77	26.90	2	77	65.3
Iowa and Michigan.....	2	21	-----	2	21	-----
Massachusetts and New Hampshire.....	3	21	-----	3	21	-----
Minnesota.....	9	134	25.40	9	133	76.4
New Jersey and Pennsylvania.....	5	129	18.45	3	108	52.4
Wisconsin.....	4	66	24.25	4	66	58.2

¹ The mean—the simple arithmetic average; not computed where base less than 25.

A comparison of the earnings figures in table 8 with those of workers in leather and sheep-lined jackets indicates for each State group where a comparison is possible that earnings in leather and sheep-lined jackets exceeded those in wool jackets. The difference in Minnesota was only \$2.40, but in New Jersey and Pennsylvania the workers making wool jackets averaged \$7.05 less, and in Illinois \$10.40 less, than those making leather and sheep-lined jackets.

TABLE 9.—Distribution of week's earnings, by sex and State—Wool jackets

State	Number of employees	Percent of employees whose earnings were—											
		Under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30, under \$35	\$35, under \$40	\$40, under \$50	\$50 and over	Under \$15	\$15	Over \$15
<i>All employees</i>													
Total.....	1,923	17.5	25.6	28.2	14.9	6.3	3.9	2.5	0.7	0.3	43.1	0.5	56.4
Illinois.....	330	7.6	28.5	33.6	17.0	2.4	4.5	4.8	1.2	.3	36.1	.6	63.3
Iowa and Michigan.....	244	13.1	32.4	37.3	11.5	4.5	1.2	-----	-----	-----	45.5	-----	54.5
Massachusetts and New Hampshire.....	115	2.6	21.7	33.9	32.2	5.2	2.6	-----	.9	-----	24.3	-----	75.7
Minnesota.....	503	6.2	19.7	34.2	17.9	11.1	6.8	3.2	.6	.4	25.8	.6	73.6
New Jersey and Pennsylvania.....	494	47.6	27.5	12.6	5.1	3.0	1.4	1.6	.6	.8	75.1	.4	24.5
Wisconsin.....	237	4.6	24.9	28.3	21.5	10.5	5.5	3.4	1.3	-----	29.5	.8	69.6
<i>Women</i>													
Total.....	1,485	19.4	28.6	30.5	15.9	4.4	1.1	0.1	-----	-----	47.9	0.2	51.9
Illinois.....	253	9.5	34.4	38.3	15.0	1.6	.8	.4	-----	-----	43.9	-----	56.1
Iowa and Michigan.....	223	12.6	34.5	37.7	11.7	2.7	.9	-----	-----	-----	47.1	-----	52.9
Massachusetts and New Hampshire.....	94	2.1	22.3	37.2	34.0	3.2	1.1	-----	-----	-----	24.5	-----	75.5
Minnesota.....	369	7.0	21.7	39.8	21.4	8.4	1.6	-----	-----	-----	28.7	.5	70.7
New Jersey and Pennsylvania.....	365	55.3	29.6	9.6	3.6	1.1	.5	.3	-----	-----	84.9	.3	14.8
Wisconsin.....	181	3.3	28.2	30.4	26.5	9.4	2.2	-----	-----	-----	31.5	-----	68.5
<i>Men</i>													
Total.....	438	11.2	15.5	20.3	11.6	12.8	13.2	10.7	3.2	1.4	26.7	1.4	71.9
Illinois.....	77	1.3	9.1	18.2	23.4	5.2	16.9	19.5	5.2	1.3	10.3	2.6	87.0
Iowa and Michigan.....	121	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Massachusetts and New Hampshire.....	121	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Minnesota.....	134	3.7	14.2	18.7	8.2	18.7	20.9	11.9	2.2	1.5	17.9	.7	81.3
New Jersey and Pennsylvania.....	129	25.6	21.7	20.9	9.3	8.5	3.9	5.4	2.3	2.3	47.3	.8	51.9
Wisconsin.....	56	8.9	14.3	21.4	5.4	14.3	16.1	14.3	5.4	-----	23.2	3.6	73.2

1 Distribution not computed; base less than 25.

The distribution of the week's earnings in wool-jacket firms is shown in table 9. With the exception of Massachusetts and New Hampshire, and of New Jersey and Pennsylvania, the most usual earnings were \$10 and under \$20, the proportion with such earnings varying from 53 percent in Wisconsin to 70 percent in Iowa and Michigan. In Massachusetts and New Hampshire 34 percent of the workers earned \$15 and under \$20, and the second largest group, 32 percent, earned \$20 and under \$25. Not far from half of the large group in New Jersey and Pennsylvania had earnings of less than \$10 and over one-fourth earned \$10 and under \$15. The proportion of workers who averaged as much as \$25 varied from about 6 percent in Iowa and Michigan to 21 and 22 percent in Wisconsin and in Minnesota.

The number of men reported in Iowa and Michigan and in Massachusetts and New Hampshire was too small for the computation of average earnings, but in the other States their average earnings varied from \$18.45 in New Jersey and Pennsylvania to \$26.90 in Illinois. More than two-thirds (68 percent) of the men in New Jersey and Pennsylvania had earnings of less than \$20; one-fourth earned even less than \$10. There was no marked concentration of earnings in the other States, but in each case there was a substantial number with earnings of \$30 or more, the proportion being about 36 percent in Minnesota and in Wisconsin and 43 percent in Illinois. Only 14 percent in New Jersey and Pennsylvania had such earnings.

The women's average earnings ranged from \$10.30 in New Jersey and Pennsylvania to \$18.20 in Massachusetts and New Hampshire and \$18.25 in Wisconsin. In the States for which a comparison of men's and women's earnings is possible the women averaged from \$6 to \$11.15 less than the men averaged. No woman was reported with earnings as high as \$40, and only from 2 percent in New Jersey and Pennsylvania to 12 percent in Wisconsin earned as much as \$25. Consequently, there was a pronounced concentration at the lower levels. Over seven-tenths in Massachusetts and New Hampshire earned \$15 and under \$25 and in New Jersey and Pennsylvania more than half (55 percent) had earnings of less than \$10. In the other States from 59 to 73 percent of the women earned \$10 and under \$20

Hours worked.

The number of hours worked during the pay period covered was reported for 1,833 employees in 23 firms. Fifty-one percent of the employees worked less than 40 hours, 21 percent worked 40 hours, and only 28 percent exceeded 40. There was considerable variety in the length of the workweek in the different States, and the proportion of employees who worked 40 hours or more ranged from only 22 percent in New Jersey and Pennsylvania to 82 percent in Wisconsin.

A shorter week for women than for men was the rule. The proportion of men who worked 40 hours or more varied from 38 percent in New Jersey and Pennsylvania and in Minnesota to 92 percent in Illinois and 91 percent in Wisconsin. The range in the proportion of women who worked at least 40 hours was from 16 percent in New Jersey and Pennsylvania to 80 percent in Wisconsin. More than three-fifths of the women in Massachusetts and New Hampshire and almost three-fourths in Iowa and Michigan also worked 40 or more hours.

TABLE 10.—Hours worked in the pay-roll week recorded, by sex and State—
Wool jackets

State	All employees			Women			Men					
	Number with hours worked reported	Percent who worked—		Number with hours worked reported	Percent who worked—		Number with hours worked reported	Percent who worked—				
		Under 40 hours	Over 40 hours		Under 40 hours	Over 40 hours		Under 40 hours	Over 40 hours			
Total.....	1,833	51.0	21.4	27.6	1,417	54.0	21.7	24.3	416	40.6	20.4	38.9
Illinois.....	330	41.2	46.7	12.1	253	51.3	45.1	3.6	77	7.8	51.9	40.3
Iowa and Michigan.....	244	23.3	6.1	65.6	223	27.8	4.5	67.7	1 21			
Massachusetts and New Hampshire.....	115	33.0	30.4	36.5	94	38.3	33.0	28.7	1 21			
Minnesota.....	491	66.0	25.3	8.8	358	67.6	29.1	3.4	133	61.7	15.0	23.3
New Jersey and Pennsylvania.....	416	78.1	2.9	19.0	308	83.8	3.2	13.0	108	62.0	1.9	36.1
Wisconsin.....	237	17.7	22.4	59.9	181	20.4	21.5	58.0	56	8.9	25.0	66.1

¹ Distribution not computed; base less than 25.

Average hourly earnings.

Hours worked were reported in all but two of the wool-jacket firms scheduled, making hourly earnings available for 1,833 employees. They were arrived at by dividing, for each employee separately, the week's earnings by the hours worked.

The average hourly earnings of all employees during the fall pay-roll period taken were 47.6 cents. This corresponds closely to the earnings in Wisconsin, in Massachusetts and New Hampshire, and Illinois. The Minnesota average was outstanding, at 58.7 cents an hour. In New Jersey and Pennsylvania, and in Iowa and Michigan, earnings were only 40.9 cents and 37.8 cents, respectively. (See table 8.)

TABLE 11.—Distribution of hourly earnings in 1-cent intervals—Wool jackets

Hourly earnings (cents)	Employees		Hourly earnings (cents)	Employees		Hourly earnings (cents)	Employees	
	Number	Percent		Number	Percent		Number	Percent
Total.....	1,833	100.0	40, under 41.....	49	2.7	63, under 64.....	9	0.5
Under 20.....	31	1.7	41, under 42.....	51	2.8	64, under 65.....	13	.7
20, under 21.....	17	.9	42, under 43.....	48	2.6	65, under 66.....	10	.5
21, under 22.....	5	.3	43, under 44.....	38	2.1	66, under 67.....	13	.7
22, under 23.....	27	1.5	44, under 45.....	56	3.1	67, under 68.....	9	.5
23, under 24.....	9	.5	45, under 46.....	53	2.9	68, under 69.....	7	.4
24, under 25.....	10	.5	46, under 47.....	34	1.9	69, under 70.....	10	.5
25, under 26.....	39	2.1	47, under 48.....	49	2.7	70, under 71.....	14	.8
26, under 27.....	20	1.1	48, under 49.....	41	2.2	71, under 72.....	9	.5
27, under 28.....	48	2.6	49, under 50.....	39	2.1	72, under 73.....	9	.5
28, under 29.....	26	1.4	50, under 51.....	47	2.6	73, under 74.....	8	.4
29, under 30.....	25	1.4	51, under 52.....	26	1.4	74, under 75.....	6	.3
30, under 31.....	58	3.2	52, under 53.....	39	2.1	75, under 76.....	14	.8
31, under 32.....	37	2.0	53, under 54.....	24	1.3	76, under 77.....	13	.7
32, under 33.....	64	3.5	54, under 55.....	15	.8	77, under 78.....	5	.3
33, under 34.....	53	2.9	55, under 56.....	33	1.8	78, under 79.....	4	.2
34, under 35.....	39	2.1	56, under 57.....	22	1.2	79, under 80.....	5	.3
35, under 36.....	45	2.5	57, under 58.....	23	1.3			
36, under 37.....	55	3.0	58, under 59.....	20	1.1	80, under 90.....	52	2.8
37, under 38.....	39	2.1	59, under 60.....	23	1.3	90, under 100.....	36	2.0
38, under 39.....	51	2.8	60, under 61.....	18	1.0	100 and over.....	46	2.5
39, under 40.....	47	2.6	61, under 62.....	26	1.4			
			62, under 63.....	22	1.2			

TABLE 12.—Distribution of hourly earnings in 5-cent intervals, by sex and State—Wool jackets

State	Number of employees	Percent of employees whose earnings were—															
		Under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60, under 65 cents	65, under 70 cents	70, under 80 cents	80 cents, under \$1.00	\$1.00 and over	Under 37½ cents	37½ cents	Over 37½ cents
<i>All employees</i>																	
Total.....	1,833	5.4	8.6	13.7	12.9	13.2	11.8	8.2	6.6	4.8	2.7	4.7	4.8	2.5	33.8	0.7	65.6
Illinois.....	330	3.3	7.9	12.4	11.5	14.5	15.2	10.3	5.5	5.5	2.4	3.0	7.3	1.2	28.5	1.2	70.3
Iowa and Michigan.....	244	8.2	12.7	23.0	20.1	11.5	12.7	4.9	4.9	.4	.8	.4	.4	-----	54.9	.8	44.3
Massachusetts and New Hampshire.....	115	-----	7.8	9.6	10.4	16.5	14.8	16.5	12.2	6.1	.9	3.5	1.7	-----	20.9	-----	79.1
Minnesota.....	491	1.0	2.2	6.5	7.5	11.4	14.5	7.5	9.8	8.8	5.9	10.0	9.0	5.9	12.6	.2	87.2
New Jersey and Pennsylvania.....	416	14.9	15.6	15.1	16.6	11.5	5.5	6.2	2.6	2.9	1.0	2.6	2.6	2.6	55.5	.7	43.8
Wisconsin.....	237	.4	6.8	20.3	13.5	18.1	10.1	9.7	7.6	3.0	2.1	5.1	2.5	.8	31.2	.8	67.9
<i>Women</i>																	
Total.....	1,417	6.2	9.2	15.1	14.2	14.9	13.4	9.5	6.5	4.0	2.4	3.3	1.1	0.1	36.9	0.2	62.9
Illinois.....	253	4.3	9.9	14.6	11.9	17.0	16.6	11.5	5.1	4.3	2.0	2.0	.4	.4	34.0	-----	66.0
Iowa and Michigan.....	223	8.5	13.0	24.2	22.0	11.7	11.7	4.9	2.7	.4	.4	.4	-----	-----	57.8	.9	41.3
Massachusetts and New Hampshire.....	94	-----	6.4	9.6	11.7	19.1	14.9	19.1	10.6	3.2	1.1	4.3	-----	-----	19.1	-----	80.9
Minnesota.....	358	1.1	2.2	6.4	8.4	14.2	19.0	9.5	12.0	9.2	5.9	9.2	2.8	-----	12.0	.3	87.7
New Jersey and Pennsylvania.....	308	17.2	15.3	16.2	19.2	11.7	5.8	6.8	2.3	1.9	1.0	1.0	1.6	-----	60.1	-----	39.9
Wisconsin.....	181	.6	8.8	22.7	12.2	20.4	12.2	12.2	7.2	1.7	1.7	.6	-----	-----	34.3	-----	65.7
<i>Men</i>																	
Total.....	416	2.6	6.5	8.9	8.7	7.5	6.2	3.8	7.0	7.5	3.6	9.6	17.3	10.8	23.1	2.2	74.8
Illinois.....	77	-----	1.3	5.2	10.4	6.5	10.4	6.5	6.5	9.1	3.9	6.5	29.9	3.9	10.4	5.2	84.4
Minnesota.....	133	.8	2.3	6.8	5.3	3.8	2.3	2.3	3.8	7.5	6.0	12.0	25.6	21.8	14.3	-----	85.7
New Jersey and Pennsylvania.....	108	8.3	16.7	12.0	9.3	11.1	4.6	4.6	3.7	5.6	.9	7.4	5.6	10.2	42.6	2.8	54.6
Wisconsin.....	56	-----	-----	12.5	17.9	10.7	3.6	1.8	8.9	7.1	3.6	19.6	10.7	3.6	21.4	3.6	75.0

¹ Total includes Iowa and Michigan, and Massachusetts and New Hampshire, not shown separately; number too small for computation of percentages.

In each State where it is possible to make the comparison, hourly earnings on wool jackets were lower than those on leather and sheep-lined jackets. The difference in favor of the latter was only 5.4 cents in Minnesota, but it was 17.4 cents in Wisconsin and as much as 33.4 cents in Illinois.

A distribution of hourly earnings in 1-cent intervals revealed no group of more than 3.5 percent earning any one amount, and in only four cases was the proportion as high as 3 percent.

The tabulation of earnings in 5-cent intervals, table 12, shows that the larger groups occurred in the four intervals that together comprise 30 and under 50 cents, each of which had from 12 to 14 percent of the workers. Almost two-thirds earned over 37½ cents, the maximum rate for cotton and allied garments set for public contracts.

The lower wages in New Jersey and Pennsylvania and in Iowa and Michigan are indicated by the large groups of workers with hourly earnings at the low levels. In New Jersey and Pennsylvania, from 15 to 17 percent of the workers were in each of the intervals below 40 cents; that is, a total of 62 percent of the workers had such earnings. More than two-fifths (43 percent) of the workers in Iowa and Michigan earned 30 and under 40 cents, and one-fifth earned less than 30 cents.

In Illinois and in Wisconsin, the largest groups of workers had earnings of 30 and under 50 cents, and in Massachusetts and New Hampshire, and in Minnesota, the most common earnings were 40 and under 60 cents. The proportion of employees with earnings of 60 cents or over ranged from only 2 percent in Iowa and Michigan to 40 percent in Minnesota.

The average hourly earnings of the men (table 8) were 63 cents, or 15.4 cents above the general average for all workers and 20 cents above that of the women. Among the States, Minnesota had the highest average for men, 76.4 cents, followed by Illinois with 65.3 cents. The average was considerably lower in Wisconsin, 58.2 cents, and in New Jersey and Pennsylvania, 52.4 cents.

Considering the men as a group, there was very little concentration of earnings at any point. Approximately equal proportions, something over one-fourth, had earnings at the two extremes, under 40 cents and 80 cents and over. The majority of the men in Minnesota (73 percent) and in Illinois (53 percent) had earnings of 60 cents or more, but only 45 percent in Wisconsin and only 30 percent in New Jersey and Pennsylvania were paid so much. A large group in New Jersey and Pennsylvania (46 percent) earned less than 40 cents.

The two extremes of women's average hourly earnings were 52.3 cents in Minnesota and 36.3 and 36.6 cents, respectively, in New Jersey and Pennsylvania and in Iowa and Michigan. In the other States the averages varied from 42.2 cents to 46.4 cents. Only 1 percent of the women in Iowa and Michigan earned as much as 60 cents an hour, but in Minnesota the proportion with such earnings was 27 percent; in the other States it was from 4 to 9 percent. On the basis of 5-cent intervals the most usual earnings of women were as follows: 55 percent in Minnesota earned 40 and under 60 cents, 53 percent in Massachusetts and New Hampshire earned 40 and under 55 cents, 60 percent in Illinois earned 30 and under 50 cents, 55 percent in Wisconsin earned 30 and under 45 cents, and 59 percent and 51 per-

cent, respectively, in Iowa and Michigan and in New Jersey and Pennsylvania earned 25 and under 40 cents.

Variation by firm.—Variation in average hourly earnings was more general in wool-jacket firms than in the leather-specialty field. To some extent, lower earnings were due to location in small cities outside an industrial area, but more generally the products made when not manufacturing cold-weather jackets seem to have been the determining factor. Employees of jacket firms that produced overcoats and sport suits for men or women until winter-jacket manufacturing was started, or that ran departments for such production simultaneously, had earnings in the higher brackets when working on jackets. Employment in the off season in jacket firms that picked up any garment on which they could get orders—such as pants, cotton sport jackets, shirts, raincoats—usually yielded lower earnings.

Ranges such as these were found in the average hourly earnings in different firms in the same State or area: 39.1 to 49.8 cents; 43.7 to 70.5 cents; 42.7 to 56.1 cents. The State location of the firm was not a factor in determining earnings.

Earnings by occupation.—Table 13 reports the earnings of four occupational groups of workers employed by firms specializing in wool-jacket production. Cutters averaged 81.7 cents an hour, sewing machine operators 44.7 cents, and employees in other manufacturing jobs 41.6 cents. Nonmanufacturing employees also averaged 41.6 cents. In Minnesota cutters averaged 90.8 cents, but in Illinois they averaged only 77 cents. The average of sewing-machine operators varied from 38 cents in Iowa and Michigan to 53.3 cents in Minnesota; it ranged in the other States from 41.1 cents to 47.3 cents.

TABLE 13.—Average hourly earnings, by occupation and State—Wool jackets

State	All occupations		Cutters		Sewing-machine operators		Other manufacturing occupations		Nonmanufacturing occupations	
	Em- p- loy- ees	Average hourly earn- ings ¹ (cents)	Em- p- loy- ees	Average hourly earn- ings ¹ (cents)	Em- p- loy- ees	Average hourly earn- ings ¹ (cents)	Em- p- loy- ees	Average hourly earn- ings ¹ (cents)	Em- p- loy- ees	Average hourly earn- ings ¹ (cents)
Total.....	1,833	47.6	177	81.7	1,301	44.7	288	41.6	67	41.6
Illinois.....	330	48.3	46	77.0	245	43.1	14	-----	25	46.5
Iowa and Michigan.....	244	37.8	4	-----	193	38.0	47	35.1	-----	-----
Massachusetts and New Hampshire.....	115	47.3	4	-----	88	47.3	18	-----	5	-----
Minnesota.....	491	53.7	84	90.8	316	53.3	79	50.0	12	-----
New Jersey and Pennsylvania.....	416	40.9	19	-----	298	41.1	85	34.2	14	-----
Wisconsin.....	237	46.0	20	-----	161	43.3	45	45.4	11	-----

¹ The mean—the simple arithmetic average; not computed where base less than 25.

A comparison with the occupational earnings in firms specializing in leather jackets is interesting. Hourly earnings of hand leather-cutters were only about 6 cents higher than those of machine wool-cutters; but sewing-machine operators averaged 12 cents more on leather than on wool jackets. Average hourly earnings on the other manufacturing processes were alike for the two materials.

EARNINGS IN FIRMS MAKING COMPETING JACKET LINES

As has been stated, the firms mentioned frequently as competitors of wool-jacket establishments were visited and pay rolls were taken for such of the employees as were engaged in jacket production. These firms either specialized in different styles of jackets of wool mixture, corduroy, or leatherette, or competed by producing jackets as a side line with a general line of work clothing. Few of the competing firms mentioned were small, and among the work-clothing establishments listed as competitors were some of the largest in the United States.

Because these data were gathered only to determine the differences in earnings of jacket workers in a few competing firms, the number covered is too small to lend significance to any average. In fact, the range of products manufactured, and the policies with regard to the transfer of workers from one product to another, differed so widely from firm to firm that earnings also differed widely in the few firms included. For example: Two firms in different States produced a full line of wool-mixture jackets, one making some leather jackets and the other raincoats. In these firms average earnings of employees approximated 60 cents an hour; that is, the earnings level was the same as in the leather-jacket specialty group. But firms making the same kind of wool-and-cotton-mixture and some all-wool jackets that produced also pants, playsuits, and other such products, paid rates that yielded but 35.8 cents in hourly earnings during a full pay-roll week in 1937.

Differences in earnings were found also among the work-clothing plants that operate branches principally on jackets or that work a part of the force on jackets for a few months in the year. The range of hourly earnings in jacket factories of the few work-clothing firms covered was from 34.2 cents to 48.3 cents; and even in the same State, firms operating a part of their shirt or overall force on jackets showed hourly earnings of such workers ranging from 28.8 cents to 48.5 cents.