

31.4
Un3
S. 163-6

GRINNELL COLLEGE LIBRARY

331.4
Un3

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director

JAN 6 1940

complete in 6 parts

Hours and Earnings in Certain Men's-Wear Industries

CAPS AND CLOTH HATS
NECKWEAR
WORK AND KNIT GLOVES
HANDKERCHIEFS



BULLETIN OF THE WOMEN'S BUREAU, No. 163-6

331.4
Un3
no. 163-6

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1939

For sale by the Superintendent of Documents, Washington, D. C. - - - - - Price 5 cents

REPORTS ON MEN'S-WEAR INDUSTRIES IN THIS SERIES

	Bulletin
Work Clothing; Work Shirts; Dress Shirts	163-1
Knit Underwear; Woven Cotton Underwear	163-2
Seamless Hosiery	163-3
Welt Shoes	163-4
Raincoats; Sport Jackets	163-5
Caps and Cloth Hats; Neckwear; Work and Knit Gloves; Handkerchiefs	163-6

4120
E.V.
2-201-01

CONTENTS

	Page
Letter of transmittal	v
Caps and cloth hats	1
Introduction	1
Earnings and hours	2
Week's earnings	2
Hours worked	3
Hourly earnings	4
Hourly earnings in union and nonunion establishments	5
Neckwear	6
Introduction	6
Earnings and hours	7
Week's earnings	7
Hours worked	8
Hourly earnings	9
Hourly earnings in union and nonunion establishments	10
Work and knit gloves	12
Introduction	12
Earnings and hours	13
Week's earnings	13
Hours worked	15
Hourly earnings	16
Handkerchiefs	18
Introduction	18
Earnings and hours	19
Week's earnings	19
Hours worked	20
Hourly earnings	20
Hourly earnings and occupation	22

TABLES

CAPS AND CLOTH HATS

1. Number of establishments and number of men and women they employed, by State	1
2. Average and distribution of week's earnings, by sex and State	2
3. Hours worked in the week recorded, by sex and State	3
4. Average and distribution of hourly earnings, by sex and State	4
5. Average and distribution of hourly earnings in establishments having and not having union contracts	5

NECKWEAR

1. Number of establishments and number of men and women they employed, by State	6
2. Average and distribution of week's earnings, by sex and State	7
3. Hours worked in the week recorded, by sex and State	9
4. Average and distribution of hourly earnings, by sex and State	9
5. Average and distribution of hourly earnings in establishments having and not having union contracts	11

WORK AND KNIT GLOVES

1. Number of establishments and number of men and women they employed, by State	12
2. Average and distribution of week's earnings, by State	13
3. Week's earnings of men and women, by State	14
4. Hours worked in the week recorded, by sex and State	15
5. Average and distribution of hourly earnings, by sex and State	16

HANDKERCHIEFS

1. Number of establishments and number of men and women they employed, by State	18
2. Average and distribution of week's earnings by sex and State	19
3. Hours worked in the week recorded, by sex and State	20
4. Average and distribution of hourly earnings, by sex and State	21

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, July 24, 1939.

MADAM: I have the honor to transmit a report on earnings and hours in 4 of the 13 men's-wear industries surveyed by the Women's Bureau in order to supply wage data for the use of the Division of Public Contracts in determining prevailing minimum wages. Data for 7 of the industries have been published in earlier pamphlets of the series, printed in these separate parts 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

CAPS AND CLOTH HATS

INTRODUCTION

In 1936 and 1937 the Women's Bureau surveyed a number of men's-wear industries at the request of the Division of Public Contracts of the United States Department of Labor, which required the current wages and hours in its administration of the Public Contracts Act.

The group discussed here comprises establishments producing men's and boy's uniform caps, dress and work caps, and stitched hats of cloth, leather, leatherette, or a combination of these materials.¹ According to the 1935 Census of Manufactures, there were 315 establishments, employing 3,796 workers, in that year. Though separate employment figures are not given by State, it is known that the industry centers around a few large cities—New York, Chicago, Philadelphia, and St. Louis.

In the Women's Bureau survey, data were obtained in 64 establishments in 6 States, as follows: Illinois, Indiana, New Jersey, New York, Ohio, and Pennsylvania. These employed 1,585 workers, of whom 49 percent were women. Practically two-fifths (39 percent) of the workers were in New York, three-tenths were in Illinois, and three-tenths were in the other States. Because of the small number reported in Indiana—less than 3 percent of the total—the figures for this State have been combined with those for Ohio. Women formed only 33 percent of the workers in New York, but in the other States they constituted from 53 to 62 percent. The scope of the survey is shown in table 1.

TABLE 1.—*Number of establishments and number of men and women they employed, by State*

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	64	1,585	817	768	48.5
Illinois.....	12	480	183	297	61.9
Indiana and Ohio.....	12	155	65	90	58.1
New Jersey.....	3	91	38	53	58.2
New York.....	30	616	416	200	32.5
Pennsylvania.....	7	243	115	128	52.7

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that 67½ cents an hour, or \$27 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the men's hat and cap industry. A determination effective February 11, 1938, permits that auxiliary workers, limited to 20 percent of the productive employees, may be paid 37½ cents an hour, or \$15 a week for a 40-hour week. This group specifically excludes cutters or workers in cutting rooms, machine workers or workers on any kind of machines, blockers, pressers, or hand sewers.

Week's earnings were reported for all the 1,585 employees covered; hours worked were reported for 1,223. All but 1 of the 50 establishments reporting hours worked stated whether or not they were operating under union contract. Thirty-one firms, in all the States but Indiana and New Jersey and employing 744 workers, were operating under union contract, and 18 firms, in all the States but Pennsylvania and with 471 employees, were not operating under union contract.

EARNINGS AND HOURS

Week's earnings.

The average week's earnings of the 1,585 workers in the cap and cloth hat industry were \$20.70. Workers in New York had the highest average, \$24.85, and those in the neighboring State of New Jersey had the lowest, \$13.05. Approximately midway were the averages in Illinois, Indiana and Ohio, and Pennsylvania, \$18.15 to \$19.45.

In all States combined the concentration of week's earnings was at \$10 and under \$20, 46 percent being so reported, but there were substantial proportions at less than \$10 (13 percent) and at \$20 and under \$25 (12 percent), and the wage classes of \$25 and over had an aggregate of almost three-tenths (29 percent).

TABLE 2.—Average and distribution of week's earnings, by sex and State

Week's earnings	Total	Illinois	Indiana and Ohio	New Jersey	New York	Pennsylvania	Total women	Total men
Number of employees.....	1,585	480	155	91	616	243	768	817
Average earnings ¹	\$20.70	\$18.15	\$18.55	\$13.05	\$24.85	\$19.45	\$14.00	\$26.95
<i>Percent of employees</i>								
Under \$5.....	1.3	0.6	1.9	7.7	0.3	2.5	2.1	0.6
\$5, under \$10.....	11.5	10.8	7.7	23.1	6.0	24.7	20.3	3.2
\$10, under \$15.....	25.7	34.4	28.4	39.6	15.7	26.7	42.2	10.2
\$15, under \$20.....	20.2	26.2	33.5	16.5	16.7	9.9	23.2	17.4
\$20, under \$25.....	12.2	11.7	11.0	6.6	15.7	7.4	9.4	14.9
\$25, under \$30.....	9.1	6.5	6.5	5.5	14.6	3.7	2.0	15.9
\$30, under \$35.....	8.4	2.3	2.6	1.1	15.3	9.5	.5	15.8
\$35, under \$40.....	4.4	3.5	3.9	-----	5.2	5.8	.3	8.2
\$40, under \$45.....	3.2	2.1	3.9	-----	3.2	5.8	-----	6.1
\$45, under \$50.....	2.8	1.9	.6	-----	4.1	4.1	-----	5.5
\$50 and over.....	1.2	-----	-----	-----	3.1	-----	.1	2.2
<i>Cumulative percents</i>								
Under \$10.....	12.8	11.4	9.6	30.8	6.3	27.2	22.4	3.8
Under \$12.....	21.5	22.1	15.4	49.5	12.7	35.9	36.1	7.7
Under \$14.....	33.5	38.3	30.3	63.7	18.8	51.9	56.8	11.6
Under \$16.....	43.2	51.9	50.3	79.1	24.5	55.6	70.4	17.6
\$16 and over.....	56.8	48.1	49.7	20.9	75.5	44.4	29.6	82.4
\$20 and over.....	41.3	28.0	28.5	13.2	61.2	36.3	12.3	68.6
\$30 and over.....	20.0	9.8	11.0	1.1	30.9	25.2	.9	37.8

¹ The mean—the simple arithmetic average.

Wages in New York were at higher levels than those in the other States. Just over three-tenths of the workers were paid \$30 or more, and practically as many were paid \$20 and under \$30. Even in this State, however, 6 percent were paid less than \$10. The lower wage standard in New Jersey is apparent in the table; 63 percent of the workers in that State earned \$5 and under \$15, and only 1 percent had

earnings as high as \$30. In Pennsylvania, where short hours were general and 51 percent of the workers earned \$5 and under \$15, a high hourly average (see p. 4) made this State rank next to New York. Twenty-five percent of the workers earned \$30 or more.

The concentration of earnings in Indiana and Ohio and in Illinois was in the wage intervals of \$10 and under \$20, 62 percent in the two States first named and 61 percent in Illinois receiving such amounts; and larger proportions (18 and 16 percent, respectively) earned above \$25 than had earnings of less than \$10 (10 and 11 percent, respectively).

The average earnings of women were \$14, and the most usual earnings, reported for 42 percent of the women, were \$10 and under \$15. Twenty-three percent earned \$15 and under \$20, and 20 percent earned \$5 and under \$10. Earnings as high as \$25 were very infrequent; only 3 percent of the women had such earnings.

Men's earnings were less concentrated than women's, and much larger proportions had earnings at the higher levels. The average for men was \$26.95, or 93 percent above the women's average. Almost one-seventh of the men earned \$40 or more, and two-fifths earned \$25 and under \$40. The largest group in any 5-dollar interval, 17 percent, had earnings of \$15 and under \$20. Only 14 percent of the men, compared to 65 percent of the women, had earnings below \$15.

Hours worked.

The number of hours worked in the week recorded was reported for 1,223 workers. The vast majority of these worked 40 hours or less; 27 percent worked 40 hours and 40 percent worked less than 40 hours. In Pennsylvania, which had the second highest average week's earnings and much the highest average hourly earnings, more than four-fifths of the employees worked less than 40 hours and only about one-eleventh worked more than 40 hours. New Jersey and Illinois, where average week's earnings were lowest, had the highest proportions of employees working over 40 hours; in Illinois more than one-fifth (22 percent) worked as long as 48 hours, and in New Jersey nearly two-fifths (37 percent) worked 44 and under 48 hours. Less than 10 percent in New York and Pennsylvania, and 19 percent in Indiana and Ohio, worked as long as 44 hours. In Indiana and Ohio combined three-fifths worked 40 hours even.

TABLE 3.—Hours worked in the week recorded, by sex and State

State	Number of employees with hours worked reported	Percent of employees who worked—				
		Under 40 hours	40 hours	Over 40, under 44 hours	44, under 48 hours	48 hours and over
Total.....	1,223	39.7	26.7	11.8	10.0	11.9
Illinois.....	466	35.4	20.6	9.4	12.4	22.1
Indiana and Ohio.....	134	15.7	60.4	4.5	10.4	9.0
New Jersey.....	83	47.0	13.3	2.4	37.3	.....
New York.....	445	40.9	29.2	20.2	3.6	6.0
Pennsylvania.....	95	82.1	9.5	2.1	3.2	3.2
Total women.....	594	35.0	29.6	¹ 35.4	.....	.....
Total men.....	629	44.0	24.0	¹ 32.0	.....	.....

¹ Includes all over 40 hours.

The week worked was somewhat longer for the women than for the men, as 35 percent of the women, compared to 32 percent of the men, worked over 40 hours. Unpublished data show that the proportion of women working over 40 hours was larger than the proportion of men in New York, and smaller than the proportion of men in Illinois and in Indiana and Ohio.

Hourly earnings.

Hourly earnings were computed for the 1,223 workers with hours worked reported. The average was 54.8 cents for the entire group, though it varied widely in the different States, from 32.4 cents in New Jersey to 84.3 cents in Pennsylvania. New York, with an average of 65.3 cents, also was well above the general average. The table following classifies the hourly earnings of the individual workers.

TABLE 4.—Average and distribution of hourly earnings, by sex and State

Hourly earnings (cents)	Total	Illinois	Indiana and Ohio	New Jersey	New York	Pennsylvania	Total women	Total men
Number of employees with hours worked reported	1,223	466	134	83	445	95	594	629
Average earnings ¹ (cents)	54.8	44.9	47.6	32.4	65.3	84.3	37.4	71.3
<i>Percent of employees</i>								
Under 20	2.2	3.0	0.7	13.3	0.2	4.2	3.7	0.8
20, under 30	13.1	19.3	3.7	37.4	7.0	4.2	22.2	4.6
30, under 40	23.7	30.4	44.0	24.1	14.2	6.3	38.0	10.1
40, under 50	15.7	17.8	20.1	12.0	14.4	8.4	20.9	10.8
50, under 60	10.9	11.8	11.9	9.6	11.2	4.2	10.3	11.4
60, under 70	8.3	6.2	6.7	3.6	11.5	9.5	2.9	13.4
70, under 80	6.9	2.1	3.7	-----	14.8	3.2	.5	12.9
80 and over	19.2	9.2	8.9	-----	26.8	64.1	1.6	35.9
<i>Cumulative percents</i>								
Under 30	15.3	22.3	4.4	50.7	7.2	4.2	25.9	5.4
Under 40	39.0	52.7	48.4	74.8	21.4	10.5	64.0	15.6
Under 50	54.7	70.5	68.5	86.8	35.8	18.9	84.8	26.4
Under 60	65.7	82.4	80.6	96.4	47.0	23.2	95.1	37.8
60 and over	34.3	17.6	19.4	3.6	53.0	76.8	4.9	62.2
65 and over	30.5	14.6	17.2	1.2	47.4	73.7	3.5	56.0
70 and over	26.1	11.4	12.7	-----	41.6	67.4	2.0	48.8
75 and over	23.4	10.9	10.4	-----	35.3	67.4	1.9	43.7
Average earnings ¹ of women (cents)	37.4	35.9	39.2	28.5	40.7	(²)	-----	-----
Average earnings ¹ of men (cents)	71.3	60.1	60.6	(²)	78.4	90.4	-----	-----

¹ The mean—the simple arithmetic average.

² Not computed; base less than 50.

There was very little concentration of hourly earnings when the group was considered as a whole; in each of three 5-cent intervals—40 and under 45, 35 and under 40, and 30 and under 35—there were from 10 to 13 percent of the workers, and in each of four others there were from 5 to 7 percent of the workers. Nearly one-fourth (23 percent) averaged as much as 75 cents. There was a considerable variation by State, however, with earnings in Pennsylvania concentrating rather heavily at 60 cents and over, in New York at 50 cents and over, and in New Jersey at below 35 cents. Over three-fourths of the workers in Pennsylvania and more than half of those in New York

earned 60 cents or more; in the three other States the proportion with such high earnings was less than one-fifth. In New Jersey less than 5 percent of the workers had earnings so high; more than half were paid less than 30 cents and none were paid so much as 70 cents.

The most common earnings of women were 30 and under 40 cents, with 38 percent of the women. Only 5 percent were paid as much as 60 cents. Among men, on the other hand, 62 percent were paid 60 cents or more, 44 percent 75 cents or more, and only 5 percent were paid less than 30 cents.

Hourly earnings in union and nonunion establishments.

The cap and cloth-hat industry is well organized by labor unions, particularly in the larger centers, and all but 1 of the 50 establishments that reported the hours worked reported also as to union affiliation. Of these, 31 with 744 workers were operating under union contracts and 18 with 471 workers were not. All but 3 of the union firms were in New York, Illinois, or Pennsylvania. In 3 States—Illinois, Ohio, and New York—both union and nonunion firms were reported; the union group employed 657 workers and the nonunion 344. As shown in the accompanying table, wage standards were materially higher in the union establishments. The average in all union firms was 64.5 cents, or 61 percent above the average of 40 cents in the nonunion establishments. In the 3 States, with both union and nonunion establishments reported, the difference favoring the union plants was 20 cents, the 61.5 cents average for the union establishments being in marked contrast to the 41.5 cents for the nonunion establishments.

Considering the employees in all union establishments, less than two-fifths had hourly earnings below 50 cents and only one-tenth earned less than 30 cents; corresponding groups in the nonunion plants were much larger, nearly four-fifths and almost one-fourth, respectively, having such earnings. Approximately half of the union workers, but only one-ninth of the nonunion workers, were paid as much as 60 cents.

TABLE 5.—Average and distribution of hourly earnings in establishments having and not having union contracts

Hourly earnings (cents)	Establishments operating under union contract		Nonunion establishments	
	Total	3 States ¹	Total	3 States ¹
Number of employees.....	744	657	471	344
Average earnings ² (cents).....	64.5	61.5	40.0	41.5
<i>Cumulative percents of employees</i>				
Under 25.....	6.5	7.3	11.4	8.2
Under 30.....	9.8	10.5	24.4	19.8
Under 35.....	20.0	21.5	42.4	36.4
Under 40.....	27.2	29.3	58.5	55.9
Under 45.....	33.7	36.1	74.4	73.3
Under 50.....	39.4	42.3	79.4	77.9
50 and over.....	60.6	57.7	20.6	22.1
55 and over.....	53.8	50.3	13.3	14.6
60 and over.....	48.7	44.8	11.2	13.1

¹ 3 States with both union and nonunion establishments are Illinois, New York, and Ohio.

² The mean—the simple arithmetic average.

NECKWEAR

INTRODUCTION

The survey of the men's neckwear industry by the Women's Bureau, like the others reported in this series on men's-wear industries, was made to furnish factual data for the Division of Public Contracts in the United States Department of Labor.¹ The survey covered 101 establishments whose major or only product was men's and boy's neckwear, exclusive of knitted ties.

The States surveyed were Illinois, Indiana, Maryland, Missouri, New Jersey, New York, and Pennsylvania. Because of the small number of establishments scheduled in Indiana and Maryland, the figures for these States have been combined in the report.

Data on hours and earnings were copied from company pay rolls by agents of the Women's Bureau or were sent in by firms in cooperation with organized labor. The effort was made to secure data for a pay period selected by the employer as representative of normal conditions. Information was requested also as to whether or not the firm was operating under a union contract.

Exclusive of men in the Illinois plants, whose number was not reported, the number of employees in the 101 plants totaled 4,357. Approximately half of the establishments, but over half (54 percent) of the workers, were in New York; nearly one-seventh of the workers were in Illinois and nearly one-eighth were in Pennsylvania. In each of the other States were less than one-tenth of the workers.

TABLE 1.—*Number of establishments and number of men and women they employed, by State*

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	101	4,357	721	3,636	(1)
Illinois.....	20	597	(2)	597	(2)
Indiana and Maryland.....	3	224	15	209	93.3
Missouri.....	4	364	24	340	93.4
New Jersey.....	6	294	30	264	89.8
New York.....	50	2,364	595	1,769	74.8
Pennsylvania.....	18	514	57	457	88.9

¹ Not obtainable. Data for men not secured in all cases.

² Data for men not obtained.

The very great majority of the workers were women. As shown in table 1, they constituted from 75 percent of the workers in New York to 93 percent of those in Missouri and in Indiana and Maryland combined.

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that 50 cents an hour, or \$20 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the men's neckwear industry.

Week's earnings were reported for 4,340 employees, and hours worked for 2,292.

Fifty-one of the establishments, with 2,316 workers, reported on union organization; 32, with 1,149 workers, were operating under union contract; and 19, with 1,167 workers, were not unionized. In each of 5 States—Illinois, Missouri, New Jersey, New York, and Pennsylvania—both union and nonunion firms were reported; in Indiana, data were obtained in nonunion plants only.

EARNINGS AND HOURS

Week's earnings.

Data on week's earnings were secured for 4,340 workers in the 101 establishments. The average earnings of the entire group amounted to \$21.60, and ranged, by State, from \$15.05 in Indiana and Maryland combined to \$24.75 in New York. Relatively low earnings, shown by an average of \$16.80, were found also in New Jersey. In the remaining 3 States—Missouri, Pennsylvania, and Illinois—average earnings varied only from \$18 to \$18.80.

TABLE 2.—Average and distribution of week's earnings, by sex and State

Week's earnings	Total	Illinois ¹	Indiana and Maryland	Missouri	New Jersey	New York	Pennsylvania	Total women	Total men
Number of employees.....	4,340	597	224	363	292	2,349	515	3,628	712
Average earnings ²	\$21.60	\$18.80	\$15.05	\$18.00	\$16.80	\$24.75	\$18.55	\$18.60	\$36.80

Percent of employees

Under \$5.....	1.4	0.8	2.2	0.6	2.4	1.4	1.6	1.5	0.7
\$5, under \$10.....	7.7	5.0	17.4	5.8	13.0	6.2	12.0	8.5	3.5
\$10, under \$15.....	21.6	20.4	29.5	28.4	29.5	18.1	26.2	24.1	8.7
\$15, under \$20.....	27.4	37.2	39.3	37.5	30.1	23.0	21.9	30.7	10.4
\$20, under \$25.....	16.6	22.4	4.5	18.2	15.1	15.5	20.2	18.8	5.8
\$25, under \$30.....	8.9	9.4	3.6	2.5	5.8	10.6	8.7	9.2	7.4
\$30, under \$35.....	4.9	3.9	2.2	1.9	1.0	6.5	4.5	4.2	8.8
\$35, under \$40.....	2.9	.3	.9	3.9	1.7	3.7	2.7	1.3	11.1
\$40 and over.....	8.7	.5	.4	1.4	1.4	15.0	2.1	1.8	43.5

Cumulative percents

Under \$10.....	9.1	5.8	19.6	6.4	15.4	7.6	13.6	10.0	4.2
Under \$12.....	15.6	12.1	27.2	14.7	24.3	12.8	23.5	17.3	6.7
Under \$14.....	25.6	22.2	40.1	30.2	38.0	21.1	34.4	28.5	11.0
Under \$16.....	37.1	33.7	64.6	46.2	51.7	30.4	45.8	41.3	16.2
Under \$18.....	48.1	47.4	82.5	61.4	63.7	40.0	54.0	53.9	19.1
Under \$20.....	58.0	63.5	88.3	72.2	75.0	48.6	61.8	64.8	23.3
\$20 and over.....	42.0	36.5	11.7	27.8	25.0	51.4	38.2	35.2	76.7
\$25 and over.....	25.4	14.1	7.2	9.7	9.9	35.8	18.0	16.4	70.9
\$30 and over.....	16.5	4.7	3.6	7.2	4.1	25.2	9.3	7.2	63.5
\$35 and over.....	11.5	.8	1.3	5.2	3.1	18.7	4.9	3.1	54.6
Average earnings of women ²	\$18.60	\$18.80	\$14.40	\$16.80	\$15.70	\$20.10	\$17.55	.....	.....
Average earnings of men ²	36.80	(³)	(³)	(³)	(³)	38.65	26.80	.....	.....

¹ Data for men not obtained.

² The mean—the simple arithmetic average.

³ Not computed; base less than 50.

Though there was an extremely wide range in week's earnings, in every State but Pennsylvania the largest group of employees earned \$15 and under \$20. In New Jersey practically as many were in the wage class just below this (\$10 and under \$15), and in Pennsylvania more employees earned \$10 and under \$15 than were in any other class. Less than one-tenth (9 percent) of the workers had earnings below \$10, and at the other extreme were one-sixth with earnings of \$30 or more.

New York had the largest proportion with earnings of \$25 or more, 36 percent of its workers, and Pennsylvania ranked next with 18 percent. In the other States the proportion earning as much as \$25 varied from 7 percent in Indiana and Maryland to 14 percent in Illinois.

Important groups in Indiana and Maryland (20 percent), New Jersey (15 percent), and Pennsylvania (14 percent) had earnings of less than \$10, and in Illinois, Missouri, and New York 6 to 8 percent of the workers had such low earnings.

From table 2 it is apparent that women's wages were at a level only about half that of men's wages. The average week's earnings of women were \$18.60, and the largest group had earnings of \$15 and under \$20. Men, on the other hand, had an average of \$36.80, and their largest group earned \$40 or more. As many as 10 percent of the women, but only 4 percent of the men, earned less than \$10.

In several of the States the number of men was too small for the computing of average earnings, but in New York and Pennsylvania, where such figures were available, the men's average was respectively 92 percent and 53 percent above the women's average.

Hours worked.

Because of incomplete or inadequate time records, the number of hours worked usually is not available for all employees. In the recent survey, hours worked were reported for 2,292 workers in 53 establishments. A short week was prevalent, and half the employees worked less than 40 hours. Only 23 percent worked as long as 44 hours. As shown in table 3, States with one-half or more of the employees working less than 40 hours were New York (56 percent), Missouri (60 percent), and Illinois (60 percent). With such large proportions as these working less than 40 hours, it would appear that long hours would be unnecessary, but these 3 States were found to have larger proportions working 48 hours or more than were found in the other States—8 percent in New York, 12 percent in Illinois, and 15 percent in Missouri. Pennsylvania had the largest proportion with a week of 40 hours or less, only 17 percent exceeding 40. It is interesting to note that New Jersey, which had next to the lowest average week's earnings, had the largest proportion of employees working over 40 hours; 39 percent worked over 40 and under 44 hours, and 26 percent worked 44 hours or longer.

Somewhat larger proportions of the women than of the men worked the short hours, but the difference was slight. Fifty percent of the women and 48 percent of the men worked less than 40 hours, but a larger proportion of the men (37 percent) than of the women (31 percent) worked more than 40 hours.

TABLE 3.—Hours worked in the week recorded, by sex and State

State	Number of employees with hours worked reported	Percent of employees who worked—					52 hours and over
		Under 40 hours	40 hours	Over 40, under 44 hours	44, under 48 hours	48, under 52 hours	
Total.....	2, 292	49.8	18.0	9.7	14.2	5.6	2.7
Illinois.....	¹ 270	60.4	6.3	6.3	14.8	12.2	-----
Missouri.....	247	59.5	3.6	8.1	13.8	13.4	1.6
New Jersey.....	229	18.3	16.2	39.3	20.5	3.1	2.6
New York.....	1, 151	56.0	16.9	7.3	11.5	3.8	4.5
Pennsylvania.....	254	38.2	45.3	3.5	9.8	3.2	-----
Total women.....	1, 923	50.2	18.6	² 31.3	-----	-----	-----
Total men.....	369	47.7	14.9	³ 37.4	-----	-----	-----

¹ Total includes Indiana, not shown separately.

² Data for men not obtained.

³ Includes all over 40 hours.

Hourly earnings.

The earnings of the 2,292 workers with hours worked reported have been reduced to an hourly basis. The average hourly earnings of all workers were 55.1 cents, this being influenced by the great preponderance of women. New York had an average of 64.7 cents, next came Pennsylvania with 50.5 cents, and Illinois and Missouri with 47 and 46.4 cents, respectively. Lowest earnings were in New Jersey, with an average of 40.3 cents.

The heaviest concentration of employees was in the intervals that combined make 30 and under 50 cents, with from 40 to 57 percent so classed. More than one-fourth (26 percent) of the workers covered earned 60 cents an hour or more, and less than one-eighth (12 percent) had an average below 30 cents.

TABLE 4.—Average and distribution of hourly earnings, by sex and State

Hourly earnings (cents)	Total	Illinois ¹	Missouri	New Jersey	New York	Pennsylvania	Total women	Total men
Number of employees with hours worked reported.....	² 2, 292	270	247	229	1, 151	254	1, 923	369
Average earnings ³ (cents).....	55.1	47.0	46.4	40.3	64.7	50.5	46.9	97.7
<i>Percent of employees</i>								
Under 20.....	2.0	1.1	2.0	5.7	1.0	2.0	2.3	0.3
20, under 30.....	9.8	7.8	9.7	17.9	7.5	13.0	10.5	6.2
30, under 40.....	23.1	25.1	28.3	29.3	18.2	22.8	25.9	8.7
40, under 50.....	22.8	25.9	20.6	28.0	21.8	18.5	25.7	7.6
50, under 60.....	15.9	26.3	21.1	10.9	14.0	18.5	17.9	5.4
60, under 70.....	7.6	8.9	10.1	3.9	8.2	7.9	8.3	4.1
70 and over.....	18.8	4.8	8.1	4.4	29.4	17.3	9.4	67.8
Average earnings ³ of women (cents).....	46.9	47.0	44.8	37.7	50.9	47.4	-----	-----
Average earnings ³ of men (cents).....	97.7	(⁴)	(⁴)	(⁴)	106.0	(⁴)	-----	-----

¹ Data for men not obtained.

² Total includes Indiana, not shown separately. Hours for Maryland not reported.

³ The mean—the simple arithmetic average.

⁴ Not computed; base less than 50.

The workers in New Jersey had relatively low earnings, 53 percent, in contrast to 27 percent in New York and 34 to 40 percent in the other States, being paid less than 40 cents. Fifteen percent in New Jersey and 10 percent in Pennsylvania, but not more than 6 percent in any other State, were paid less than 25 cents an hour. In New York more than half the workers were paid 50 cents or more.

The average hourly earnings of women were only 48 percent of those of men, and only 18 percent of the women averaged as much as 60 cents. The most usual earnings were in the groups that combined make 30 and under 50 cents, with more than 50 percent of the women. This is in contrast to the figures for men, more than two-thirds of whom averaged 70 cents or more, and 45 percent of whom earned over \$1. Only 23 percent of the men had earnings below 50 cents.

The average hourly earnings of women varied, by State, from 37.7 cents in New Jersey to 50.9 cents in New York. The average for men could be computed only in New York, and there the figure was \$1.06.

Hourly earnings in union and nonunion establishments.

Hourly earnings were tabulated for 1,131 workers in 32 establishments operating under union contracts, and for 1,152 workers in 19 nonunion establishments. The average earnings in the plants with union contracts were 68.3 cents an hour, or 61 percent above the average for the workers in the nonunion plants covered. Of 22 New York establishments reporting, 16 with 617 workers were unionized and 6 with 534 workers were not; average earnings were 83.2 cents for the union workers, compared to only 43.4 cents for the nonunion group. In Illinois, 192 workers in 7 union establishments had an average of 48.2 cents an hour, compared to 43.2 cents for 69 workers in 5 nonunion plants. Comparison of average earnings of union and nonunion establishments in the other States is not possible because of the small number of firms reporting. In table 5 is shown the distribution of the earnings of the workers in union and nonunion plants in the States in which this information was available.

The distribution table shows clearly the higher wage standards that are maintained in the union establishments. Practically half (49 percent) of the nonunion workers, but less than one-fifth (19 percent) of the union workers, averaged less than 40 cents an hour. Only 6 percent of the union workers, compared to 18 percent of the nonunion workers, were paid less than 30 cents. At the other extreme of the wage scale were over two-fifths (42 percent) of the union workers, but only about one-ninth of the nonunion workers, with earnings of 60 cents or more. Seventeen percent of the union workers were paid as much as \$1, but only 5 percent of the nonunion workers earned as much as 75 cents.

TABLE 5.—Average and distribution of hourly earnings in establishments having and not having union contracts

Hourly earnings (cents)	Establishments operating under union contract ¹	Nonunion establishments in all States reported ²
Number of establishments.....	32	19
Number of employees.....	1,131	1,152
Average earnings ³ (cents).....	68.3	42.5
<i>Cumulative percents of employees</i>		
Under 30.....	5.7	17.8
Under 35.....	11.7	35.0
Under 40.....	19.0	50.7
Under 45.....	27.5	65.2
Under 50.....	39.1	76.1
Under 55.....	50.5	84.7
Under 60.....	57.8	89.2
60 and over.....	42.2	10.8
65 and over.....	36.4	7.6
70 and over.....	32.0	5.8
75 and over.....	28.6	4.8

¹ Establishments in Illinois, Missouri, New Jersey, New York, and Pennsylvania.

² Establishments in Indiana, Illinois, Missouri, New Jersey, New York, and Pennsylvania.

³ The mean—the simple arithmetic average.

WORK AND KNIT GLOVES

INTRODUCTION

The Women's Bureau's survey of the men's work- and knit-glove industry, made in order to supply wage figures for the Division of Public Contracts, covered establishments whose major products were men's leather work gloves, leather-palm cotton gloves, all-canvas or cotton-flannel work gloves, wool knit lined gloves, and officers' white cotton gloves.¹ The Census of Manufactures reports include fabric or fabric and leather work gloves with all types of men's and women's fabric gloves, and leather work gloves with all types of leather gloves, so the size of the work-glove industry is not ascertainable. According to the Work Glove Institute, important States in the production of work gloves are Ohio, Indiana, Illinois, and Iowa. New York, which is the center of the knit-glove industry, also ranks high in the production of work gloves.

In the Bureau's survey, data were obtained from 42 establishments in 9 States, as follows: Illinois, Indiana, Missouri, New Jersey, New York, North Carolina, Ohio, Pennsylvania, and Tennessee. Of the 42 firms scheduled, 33 made cotton work gloves, some of these producing also all-leather work gloves or cotton and leather gloves. The other firms, 8 in New York and 1 in Ohio, produced men's and women's knit gloves. On the basis of number of employees, New York ranked first with 1,535, followed by Indiana with 807, Illinois with 745, and Ohio with 645. In each of the other States fewer than 300 workers were scheduled. The data obtained in Missouri, New Jersey, North Carolina, and Tennessee have been combined because too few firms were scheduled in each for separate tabulation.

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

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	42	4,642	919	3,723	80.2
Illinois.....	9	745	253	492	66.0
Indiana.....	8	807	169	638	79.1
New York.....	10	1,535	227	1,308	85.2
Ohio.....	8	645	112	533	82.6
Pennsylvania.....	3	171	43	128	74.9
Other States ¹	4	739	115	624	84.4

¹ Includes 1 firm each in Missouri, New Jersey, North Carolina, and Tennessee.

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that \$3 cents an hour, or \$14 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the work-glove industry.

The wage and hour data secured were for a pay period selected by the plant management as representative of normal working conditions. With the exception of Illinois, this information was recorded for each employee engaged in, or connected with, the actual manufacture, handling, supervision, or shipment of materials, supplies, products, or equipment. In Illinois data were obtained for women employees only.

From these figures it is apparent that women comprised the great majority of the work force in this industry. Four-fifths of all workers reported were women. By State, their proportion ranged from 66 to 79 percent in Illinois, Pennsylvania, and Indiana, and from 83 to 85 percent in the remaining States.

In New York 4 firms making knit gloves reported that they sent some types of work into homes to be done, and at the time of the survey were employing 278 home workers. As earnings data were not obtained for the home workers, the 278 are not included in this study.

EARNINGS AND HOURS

Week's earnings.

The details as to week's earnings of employees in the work-glove industry indicate that in general the wage level for this industry was low and that wages paid in the week recorded varied widely in the different States. Regardless of time worked, the week's earnings for 4,376 employees reported had an average of \$13.95. As many as 38 percent of the workers had earnings of less than \$12, 15 percent of less than \$8, and only 13 percent were paid as much as \$20.

Pennsylvania, with the smallest number of employees reported, had the highest average earnings, \$17.70. This was well above the second highest average, \$15.45 in Ohio, and must have been due to the fact that almost all the Pennsylvania group, in contrast to less than one-third of the Ohio group, exceeded 40 hours of work. Reference to table 5 will show that average hourly earnings were about 7 cents higher in Ohio than in Pennsylvania.

TABLE 2.—Average and distribution of week's earnings, by State

Week's earnings	Total	Illinois	Indiana	New York	Ohio	Pennsylvania	Other States ¹
Number of employees.....	4,376	2,492	807	1,522	645	171	739
Average earnings ²	\$13.95	\$11.95	\$13.75	\$14.20	\$15.45	\$17.70	\$12.70

Percent of employees

Under \$5.....	5.4	17.3	4.2	3.7	2.3	1.2	6.2
\$5, under \$10.....	19.3	21.7	25.0	16.4	15.3	7.6	23.7
\$10, under \$15.....	38.0	31.7	34.7	42.8	35.0	29.8	40.5
\$15, under \$20.....	24.2	20.1	20.9	25.1	30.4	29.8	21.9
\$20, under \$25.....	8.3	6.1	9.7	7.6	8.8	20.5	6.5
\$25 and over.....	4.7	3.0	5.4	4.6	8.0	11.1	1.2

Cumulative percents

Under \$8.....	14.8	28.7	17.1	10.8	8.1	5.4	19.9
Under \$10.....	24.6	39.0	29.1	20.0	17.6	8.9	29.9
Under \$12.....	37.6	49.4	42.8	33.9	31.1	15.3	43.3
Under \$14.....	53.8	62.0	58.0	51.5	44.8	31.1	62.7
Under \$16.....	71.0	76.8	70.3	73.1	61.2	43.3	78.3
\$16 and over.....	29.0	23.2	29.7	26.9	38.8	56.7	21.7
\$18 and over.....	19.3	13.6	20.5	18.6	25.1	43.3	12.9
\$20 and over.....	13.0	9.1	15.1	12.1	16.9	31.6	7.7

¹ Missouri, New Jersey, North Carolina, and Tennessee.² Data for men not obtained.³ The mean—the simple arithmetic average.

On the basis of \$5 intervals, the most common earnings were \$10 and under \$15; in each State the largest group of workers, ranging from 30 to 43 percent, had such earnings. In Pennsylvania a group of equal size had earnings of \$15 and under \$20; in New York and Ohio these were the earnings of the second largest proportions, but the second largest in the other States earned \$5 and under \$10.

Groups with the extremely low earnings of less than \$8 were 5 percent in Pennsylvania, 8 percent in Ohio, and 11 percent in New York, and were 17, 20, and 29 percent, respectively, in Indiana, the group "Other States," and Illinois (women only). The proportions with earnings of \$20 or more also showed substantial differences in the various States. More than three-tenths of the workers in Pennsylvania, but only from 12 to 17 percent in New York, Indiana, and Ohio, and 8 and 9 percent in the group "Other States" and in Illinois, had such earnings.

In the various States from two-thirds to five-sixths of the workers were women, and it is clear from table 3 that there were great differences between the earnings of the two sexes. The average week's earnings of women were \$12.80. The range by State was from \$11.95 in Illinois and \$12 in Indiana to \$16.60 in Pennsylvania.

The most common earnings of women were \$10 and under \$15, and if to these are added the \$5 intervals immediately above and below, nearly nine-tenths (87 percent) are found to have had earnings of \$5 and under \$20. Large groups of women were paid less than \$10: From 32 to 39 percent in the group "Other States," Indiana, and Illinois; 21 and 22 percent, respectively, in Ohio and New York; but only 10 percent in Pennsylvania were paid so little. In comparison with these large groups with low earnings there were 27 percent in Pennsylvania, but only from 4 to 9 percent in the other States, who received earnings of \$20 or more.

TABLE 3.—*Week's earnings of men and women, by State*

State	Number of employees	Average earnings ¹	Percent of employees who earned—						
			Under \$5	\$5, under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30 and over
<i>Women</i>									
Total.....	3,721	\$12.80	6.0	21.7	41.7	23.9	5.5	1.0	0.2
Illinois.....	492	11.95	17.3	21.7	31.7	20.1	6.1	2.4	.6
Indiana.....	638	12.00	5.0	30.3	39.8	20.7	3.3	.9	.....
New York.....	1,306	13.00	3.8	18.5	47.8	24.8	4.4	.6	.2
Ohio.....	533	13.80	2.6	18.0	39.4	31.7	6.9	1.1	.2
Pennsylvania.....	128	16.60	1.6	8.6	34.4	28.1	21.1	4.7	1.6
Other States ²	624	12.15	6.6	25.3	42.1	20.5	5.3	.2	.....
<i>Men</i>									
Total.....	3,655	\$20.45	2.3	6.0	17.3	26.1	24.0	13.6	10.8
Indiana.....	169	20.45	1.2	5.3	15.4	21.9	33.7	16.6	5.9
New York.....	216	21.45	3.2	3.7	13.0	28.9	26.4	14.4	12.5
Ohio.....	112	23.25	.9	2.7	14.3	24.1	17.0	17.9	22.3
Other States ²	115	15.55	4.3	14.8	31.3	29.6	13.0	3.5	3.5

¹ The mean—the simple arithmetic average.² Missouri, New Jersey, North Carolina, and Tennessee.³ Includes 43 in Pennsylvania, not shown separately. Data for men in Illinois not obtained.

In contrast with women's earnings, men's earnings averaged \$20.45. Almost one-half of the men were paid as much as \$20, slightly more than one-tenth being paid \$30 or more. Among the States (excluding Pennsylvania because too few men were reported for separate tabulations), Ohio showed the highest average, \$23.25, followed by New York with \$21.45 and Indiana with \$20.45. Only 8 percent of the men, in contrast to 28 percent of the women, were paid less than \$10. At the other extreme of the wage scale, with earnings of \$25 or more, were 24 percent of the men, the State figures ranging from 7 percent for the group "Other States" to 40 percent in Ohio.

Hours worked.

Because of incomplete hour records in many firms, particularly for workers on a piece-rate basis, it is rarely possible to get hour data for all workers for whom wage data are reported. In the week recorded hour data were obtained for 3,431 workers—2,920 women and 511 men. Hours worked were not reported for the workers in New Jersey and North Carolina. Hours of over 40 were much the most common, being reported for nearly three-fifths of the workers (57 percent); not far from one-fifth (18 percent) worked 40 hours. It is important to note that many workers who were paid less than \$12 must have worked 40 hours or more, since only 25 percent worked less than 40 hours but as many as 38 percent were paid less than \$12.

TABLE 4.—Hours worked in the week recorded, by sex and State

State	All employees			Women			Men					
	Number	Percent who worked—			Number	Percent who worked—			Number	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	3,431	24.7	18.3	56.9	2,920	25.9	18.7	55.5	511	18.4	16.4	65.2
Illinois.....	² 488	44.9	6.6	48.6	488	44.9	6.6	48.6	(³)			
Indiana.....	580	14.7	16.4	69.0	441	15.6	21.1	63.3	139	11.5	1.4	87.1
New York.....	1,494	20.3	9.0	70.6	1,290	20.6	6.9	72.5	204	18.6	22.5	58.8
Ohio.....	250	26.4	42.0	31.6	190	30.5	51.1	18.4	60	13.3	13.3	73.3
Pennsylvania.....	128	5.5		94.5	94	6.4		93.6	34	(³)		(³)

¹ Totals include 491 (417 women, 74 men) in Missouri and Tennessee, not shown separately.

² Data for men not obtained.

³ Not computed; base less than 50.

That the variations in week's earnings are due only in part to the variations in hours worked becomes apparent when earnings and hours are considered together. Pennsylvania workers, 95 percent of whom worked over 40 hours, had the highest week's earnings, but Ohio workers, only 32 percent of whom worked over 40 hours, had the second highest earnings.

However, that long hours do not always result in high wages is shown by a comparison of the data for Indiana, New York, and Ohio. Ohio ranked above Indiana and New York in regard to average week's earnings, but the proportion of employees who worked 40 hours or more was less in Ohio (74 percent) than in Indiana (85 percent) or New York (80 percent).

In general, a larger proportion of the women than of the men worked a short week; 19 percent of the women worked 40 hours and 26 percent worked less than 40, whereas 16 percent of the men worked 40 hours and only 18 percent worked less than 40. In the total and each State with comparable figures except New York, a larger proportion of men than of women worked over 40 hours.

Hourly earnings.

The accompanying table 5 shows the hourly earnings of 3,431 employees for whom hours worked were reported. The average for the entire group was 33.3 cents. By State, the average varied from 30.1 cents in Illinois (women only) to 44.5 cents in Ohio. Other relatively low averages were 32.3 cents in Indiana and 33.4 cents in New York. Approximately midway between high and low was Pennsylvania, with 37.6 cents. That Pennsylvania's place at the head of the States in week's earning was due to its longer hours is apparent from these hourly earnings, with Ohio's average practically 7 cents above that of Pennsylvania.

TABLE 5.—Average and distribution of hourly earnings, by sex and State

State	Number of employees	Average hourly earnings ¹ (cents)	Percent of employees who earned—							
			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 cents and over
Total.....	3,431	33.3	11.3	12.2	15.5	23.8	13.3	9.3	6.1	8.5
Illinois.....	488	30.1	23.2	15.2	11.1	15.8	12.7	9.4	5.5	7.2
Indiana.....	580	32.2	14.8	13.3	18.4	18.3	11.4	8.4	6.6	8.8
New York.....	1,494	33.4	5.8	13.3	18.3	29.6	12.2	7.9	5.7	7.2
Ohio.....	250	44.5	-----	2.0	4.4	16.0	20.8	19.2	10.0	27.6
Pennsylvania.....	128	37.6	3.9	7.0	11.7	21.1	18.8	12.5	14.0	11.0
Total women.....	2,920	31.1	13.0	13.7	17.3	25.7	13.1	8.7	4.5	4.1
Total men.....	511	45.7	1.6	3.9	5.3	12.7	14.5	12.9	15.5	33.6

¹ The mean—the simple arithmetic average.

² Includes Missouri and Tennessee, not shown separately.

³ Data for men not obtained.

⁴ 11.6 percent earned 60 cents or more.

⁵ 11.3 percent earned 60 cents or more.

Thirty-eight percent of the workers in Illinois (women only) and 28 percent in Indiana, as against 19 percent in New York, 11 percent in Pennsylvania, and only 2 percent in Ohio, earned less than 25 cents an hour. In fact, more than one-fifth of the women in Illinois earned under 20 cents, though no employee in Ohio was paid so little as this. At the other extreme of the wage scale there were from 21 to 24 percent in New York, Illinois, and Indiana, compared to 38 percent in Pennsylvania and as many as 57 percent in Ohio, with earnings of 40 cents or more. Nearly three-tenths (28 percent) of the Ohio workers, but only small proportions of those in other States, were paid 50 cents or more.

The differences in hourly earnings of women and men also are indicated in table 5 and in the summary following, the latter showing women's and men's averages by State. The average for all women was 31.1 cents. On the basis of 5-cent intervals, the largest group (26 percent) earned 30 and under 35 cents, but 17 percent earned 25 and

under 30 cents, and 27 percent averaged less than 25 cents. Only 17 percent of the women were paid as much as 40 cents.

The women in Ohio had the best average hourly earnings, 40.5 cents, followed by Pennsylvania with an average of 36.2 cents. In the other States average earnings were substantially lower—28.8 cents in Indiana and 30.1 and 31.1 cents, respectively, in Illinois and New York.

State	Women		Men	
	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)
Total ²	2,920	31.1	511	45.7
Illinois.....	488	30.1	(³)	-----
Indiana.....	441	28.8	139	43.2
New York.....	1,290	31.1	204	47.8
Ohio.....	190	40.5	60	56.8
Pennsylvania.....	94	36.2	34	(⁴)

¹ The mean—the simple arithmetic average.
² Includes Missouri and Tennessee, not shown separately.
³ Data for men not obtained.
⁴ Not computed; base less than 50.

The average hourly earnings of the 511 men were 45.7 cents. Excluding Pennsylvania, the averages ranged, by State, from 43.2 in Indiana to 56.8 cents in Ohio.

The distribution of men's hourly earnings, in table 5, shows no concentration at any 5-cent interval. Just over one-tenth earned less than 30 cents, but more than three-fifths earned 40 cents or more, over one-third averaging at least 50 cents.

HANDKERCHIEFS

INTRODUCTION

This survey of earnings and hours in the handkerchief industry, one of several surveys of men's-wear industries that come within the scope of the Public Contracts Act, was made by the Women's Bureau in order to furnish wage and hour data to the Division of Public Contracts set up to administer the act.¹ The data were copied from the firms' pay rolls by agents of the Women's Bureau. In every case a pay period was selected that was considered by the management as representative of normal factory operation.

In 1935, according to the United States Census of Manufactures, there were 89 establishments, with 4,889 employees, in the machine-made handkerchief industry. Though employment data for 1935 were not shown by State, the industry is in the Eastern States, particularly New Jersey, in which State more than half the workers in 1933 were employed. The products of the plants in this industry include both men's and women's plain and embroidered handkerchiefs made from cotton and linen fabrics.

In the Women's Bureau survey data were obtained in 21 establishments in New Jersey, New York, North Carolina, and Pennsylvania. These establishments employed 2,395 workers, or approximately one-half as many as were reported by the census for 1935. More than half the workers (54 percent) were in New Jersey, nearly one-fifth (18 percent) were in New York, and the remainder were in North Carolina and Pennsylvania, combined in this report because too few firms were scheduled in each State for separate tabulation.

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

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	21	2,395	104	2,291	95.7
New Jersey.....	8	1,298	46	1,252	96.5
New York.....	9	440	34	406	92.3
Other States ¹	4	657	24	633	96.3

¹ 2 establishments each in North Carolina and Pennsylvania.

The information recorded includes the week's earnings, the number of hours worked, and the occupation of each worker engaged in, or connected with, the manufacture, handling, supervision, or shipment of materials, equipment, or product.

¹ A minimum-wage determination of the Secretary of Labor, which took effect January 26, 1938, states that 35 cents an hour, or \$14 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the handkerchief industry.

The important operations in the production of handkerchiefs of cutting the cloth, hemming or hemstitching the sides, and embroidering or ornamenting usually are done on machines, and the workers are paid on a piece-work basis. Other auxiliary operations consist of washing, ironing or pressing, examining, folding, and tying into units preparatory to boxing and shipping, several of these being paid on a time-work basis. The occupational groups large enough for separate tabulation are cutters, machine operators (sewing), pressers, and folders.

The vast majority of the workers in the handkerchief industry are women. They comprise 96 percent of all in the survey.

EARNINGS AND HOURS

Week's earnings.

The details in regard to week's earnings, reported for 2,383 workers, are given in table 2. Leaving out of consideration the number of hours worked, the average week's earnings of these workers were \$12.80. The most common earnings were \$10 and under \$15, 53 percent of the workers earning such amounts. Almost equal proportions, 20 and 22 percent respectively, had earnings in the 5-dollar intervals of \$5 and under \$10 and \$15 and under \$20.

TABLE 2.—Average and distribution of week's earnings, by sex and State

Week's earnings	All employees				Women				Men— Total ²
	Total	New Jersey	New York	Other States ¹	Total	New Jersey	New York	Other States ¹	
Number of employees.....	2,383	1,298	436	649	2,281	1,252	404	625	102
Average earnings ³	\$12.80	\$12.75	\$13.00	\$12.70	\$12.50	\$12.65	\$12.30	\$12.40	\$19.20

Percent of employees

Under \$5.....	2.9	1.9	5.5	3.1	2.9	2.0	5.5	3.2	2.0
\$5, under \$10.....	19.7	18.7	18.3	22.7	20.3	19.1	19.6	23.4	5.9
\$10, under \$15.....	52.7	55.8	50.9	47.9	53.9	56.5	53.0	49.3	27.5
\$15, under \$20.....	21.7	21.5	20.2	23.1	21.0	20.8	19.8	22.4	36.3
\$20 and over.....	2.9	2.1	5.1	3.2	1.8	1.7	2.2	1.8	428.4

Cumulative percents

Under \$8.....	10.1	8.5	14.4	10.7	10.6	9.0	15.1	10.9	2.9
Under \$10.....	22.5	20.5	23.8	25.8	23.3	21.2	25.1	26.6	7.8
Under \$12.....	40.6	41.9	36.6	40.9	41.6	42.8	37.9	42.1	20.6
Under \$14.....	64.8	64.3	67.3	64.5	66.5	65.6	70.3	66.4	30.4
Under \$16.....	84.4	85.1	82.9	83.9	86.3	86.3	86.7	86.1	41.2
\$16 and over.....	15.6	14.9	17.1	16.1	13.7	13.7	13.3	13.9	58.8
\$18 and over.....	6.3	5.5	8.8	6.4	4.8	4.8	5.4	4.3	41.2

¹ North Carolina and Pennsylvania.² Not shown by State because of small numbers reported.³ The mean—the simple arithmetic average.⁴ 9.8 percent earned \$30 and over.

As averages for all employees were controlled by the great preponderance of women, most of the figures for women were not very different from those cited. However, even the small number of men reported (102) caused the average for all workers combined to be 30-

cents higher than the women's average, and the New York figure was 70 cents higher for men and women together than for women alone. The average for all men, without regard to locality or to hours worked, was \$19.20, as many as 10 percent of the group having earnings of \$30 and more.

Women's average earnings were somewhat higher in New Jersey than in New York, influenced partly by the fact that 15 percent in New York, in contrast to 9 percent in New Jersey, earned less than \$8.

Hours worked.

Week's earnings are materially affected by the number of hours worked, so it is important to know the hour standards maintained in this industry. As many firms do not keep complete hour records, the number of workers for whom this information was available was less than the number with week's earnings reported. Hours worked were obtained for 2,077 workers employed in 16 of the 21 plants visited. Though the 5-day week was common, table 3 indicates very little standardization in hours. Considering all workers as a whole, well over two-fifths (44 percent) worked more than 40 hours in the week recorded.

TABLE 3.—Hours worked in the week recorded, by sex and State

State	All employees				Women				Men			
	Number	Percent who worked—			Number	Percent who worked—			Number	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.....	2,077	39.1	16.8	44.1	1,995	40.1	16.3	43.6	82	15.9	28.0	56.1
New Jersey.....	1,100	54.8	15.6	29.5	1,064	55.6	15.1	29.2	36	-----	-----	-----
New York.....	334	15.0	30.8	54.2	311	15.8	29.9	54.3	23	-----	-----	-----
Other States ²	643	24.9	11.4	63.8	620	25.6	11.5	62.9	23	-----	-----	-----

¹ Percents not computed.

² North Carolina and Pennsylvania.

Only three-tenths (30 percent) of the workers in New Jersey, in contrast to well over one-half (54 percent) of those in New York, worked more than 40 hours. Larger proportions of women than of men worked short hours. Though the largest proportion of women (44 percent) worked over 40 hours, nearly as large a group (40 percent) worked less than 40 hours. In contrast to this, as many as 56 percent of the men reported worked over 40 hours and only 16 percent worked less than 40 hours.

Hourly earnings.

Hourly earnings were computed for the 2,077 employees with hours worked reported by dividing each person's earnings by the number of hours he or she had worked. The average for the entire group was 32.9 cents; that for all women was 32.4 cents; that for all men was 45.5 cents. The range was very wide, from only a few cents

to more than \$1.50, but almost three-fourths of the workers had earnings in the 3 wage intervals that, combined, form 25 and under 40 cents; over one-third (34 percent) earned 30 and under 35 cents; one-fifth (20 percent) earned 35 and under 40 cents; and nearly as many (19 percent) earned 25 and under 30 cents.

Average hourly earnings were highest in New Jersey, the figure for all workers being 34.4 cents. The largest group in the State, 37 percent, earned 30 and under 35 cents, but as many as 27 percent earned 35 and under 40 cents, and 17 percent earned 40 cents or more. New York's average was 33 cents. The largest group of workers in New York, 32 percent, also had earnings in the 30-and-under-35-cent interval, but the second largest group, 19 percent, had earnings of 25 and under 30 cents. One-fifth in New York earned less than 25 cents.

TABLE 4.—Average and distribution of hourly earnings, by sex and State

Hourly earnings (cents)	All employees				Women				Men— Total ¹
	Total	New Jersey	New York	Other States ¹	Total	New Jersey	New York	Other States ¹	
Number of employees.....	2,077	1,100	334	643	1,995	1,064	311	620	82
Average earnings ² (cents).....	32.9	34.4	33.0	30.2	32.4	34.3	31.1	29.7	45.5

Percent of employees

Under 20.....	4.3	1.2	8.7	7.5	4.5	1.2	9.3	7.7	4.9
20, under 25.....	8.5	6.0	10.8	11.7	8.7	6.1	10.9	11.9	7.3
25, under 30.....	18.9	13.1	18.9	28.8	19.3	13.1	19.9	29.8	22.0
30, under 35.....	34.4	36.5	32.0	32.0	34.9	37.1	33.8	31.8	12.2
35, under 40.....	20.1	26.5	14.4	12.1	20.5	26.7	14.8	12.6	14.6
40, under 45.....	8.3	10.1	8.7	5.0	8.0	9.8	8.4	4.8	9.8
45, under 50.....	3.0	4.1	2.1	1.6	2.7	3.9	1.6	1.1	29.3
50 and over.....	2.5	2.5	4.5	1.4	1.4	2.1	1.3	.2	

¹ North Carolina and Pennsylvania.

² Not shown by State because of small numbers reported.

³ The mean—the simple arithmetic average.

⁴ 13.4 percent earned 60 cents or more.

Excepting only the earnings group 50 cents and over, the percent distribution of women's earnings was almost identical with that for all employees.

Forty percent of the women in New York, in contrast to 20 percent of those in New Jersey, had hourly earnings below 30 cents; further, 20 percent in New York, but only 7 percent in New Jersey, earned less than 25 cents.

Nearly three-tenths of the men with hours worked reported averaged at least 50 cents an hour, more than one-eighth averaging 60 cents or more. About one-fourth earned 40 and under 50 cents. Only about one-eighth earned less than 30 cents, none less than 20 cents. The average for the group was 45.5 cents.

Hourly earnings and occupation.

Hourly earnings are shown for the principal occupational groups in the summary following.

Occupation	Number of employees reported	Average hourly earnings ¹ (cents)	Percent of employees who earned—								
			Under 15 cents	15, 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 cents and over
Cutters.....	119	35.8		0.8	5.0	13.4	28.5	26.1	15.0	5.1	5.9
Machine operators.....	969	32.6	0.5	1.2	8.0	21.8	35.4	22.9	7.4	1.9	.7
Pressers.....	284	32.6	.3	1.4	6.0	21.8	35.1	25.4	8.1	1.3	.4
Folders.....	161	33.8		1.9	6.2	19.3	39.2	13.7	10.5	6.7	2.5

¹ The mean—the simple arithmetic average.

Average hourly earnings differed but little with occupation. The average was 32.6 cents for machine operators and pressers, 33.8 cents for folders, and 35.8 cents for cutters. In each occupation the largest group, ranging from 29 to 39 percent, earned 30 and under 35 cents, and in each case but folders the second largest group earned 35 and under 40 cents. The second largest group of folders earned 25 and under 30 cents.

The wage extremes show greater occupational differences. Twenty-six percent of the cutters and 20 percent of the folders, in contrast to only 10 percent of the machine operators and the pressers, averaged 40 cents and over. Nineteen percent of the cutters, but from 27 to 32 percent of the other groups, averaged less than 30 cents. Six percent of the cutters, 8 percent of the pressers and the folders, and 10 percent of the machine operators averaged even less than 25 cents.

Finishers had relatively low earnings; unpublished data show that nearly two-thirds of the small group reported (45) had earnings below 30 cents, not far from two-fifths averaging less than 20 cents.

