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

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ECONOMIC STATUS OF UNIVERSITY WOMEN IN THE U. S. A.

REPORT OF THE

Committee on Economic and Legal Status of Women
American Association of University Women
in cooperation with the Women's Bureau
United States Department of Labor

By

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UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, April 5, 1939.

MADAM: I have the honor to transmit to you a report on the Economic Status of University Women in the United States of America, based on a cooperative study by the American Association of University Women and the Women's Bureau.

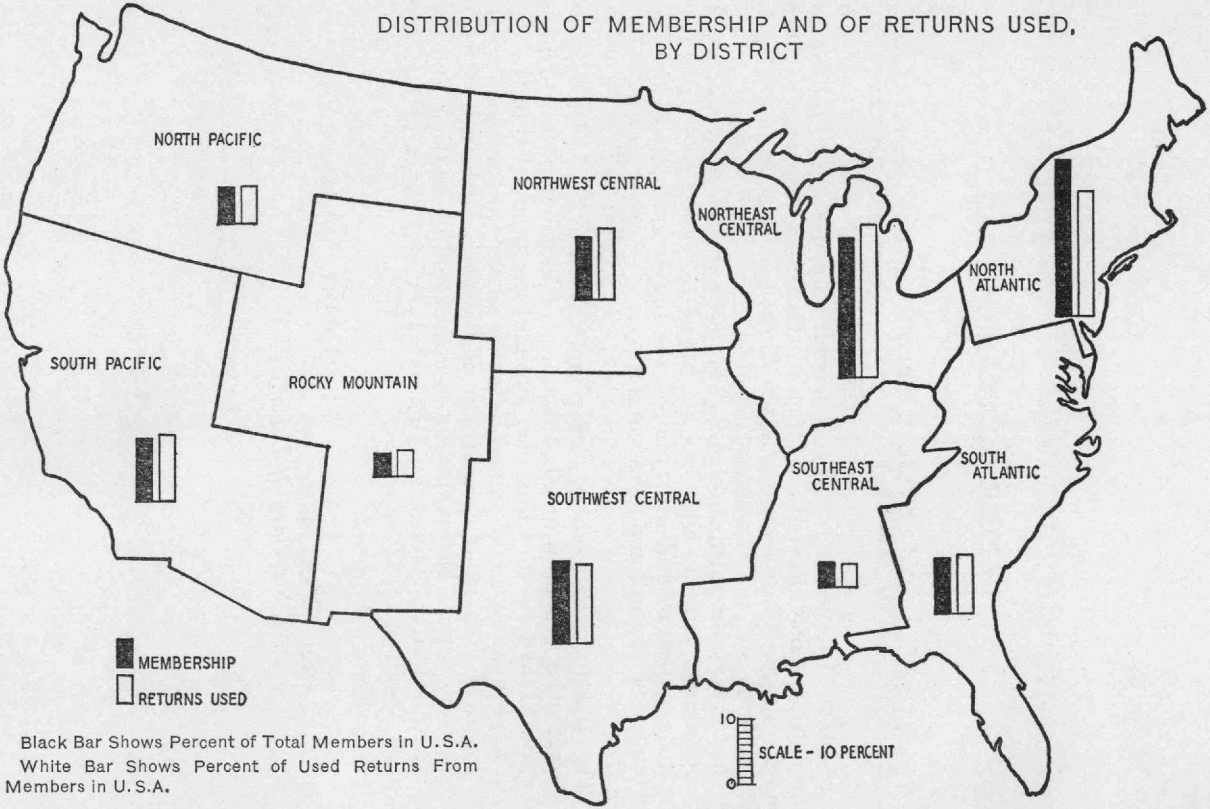
The data, assembled from 8,796 questionnaires returned by the Association's gainfully-employed members, relate education and training to occupation and salary and give important information concerning discriminations on account of sex, marital status, age or youth.

The schedules and tables were planned by the A. A. U. W. Committee on the Economic and Legal Status of Women and the Women's Bureau. The editing of the schedules and the tabulating of the basic data were done by the Women's Bureau. The report has been written by Susan M. Kingsbury, chairman of the Committee from 1934 to the present time. Dr. Kingsbury was assisted in drafting and computing the derived tables by Dr. Isabel Janet Blain and Dr. Anne Hendry Morrison.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.



Black Bar Shows Percent of Total Members in U.S.A.
White Bar Shows Percent of Used Returns From Members in U.S.A.

Economic Status of University Women in the U. S. A.

I. THE REPRESENTATIVE CHARACTER OF THE STUDY

That the opportunities for women who have received a bachelor's degree or additional advanced preparation have been modified materially in the past 25 years is a matter of common knowledge. Widening employment during the World War and in periods of prosperity between 1919 and 1929 and restricted opportunities due to periods of depression in 1921 and between 1930 and 1935 certainly took place. But how the economic status of university women was affected is not known definitely nor what has been the actual trend.

It is for the purpose of discovering the "changing economic status and occupational opportunities and the responsibility for dependents of women in professions and business as revealed during the course of the depression" that this report is presented. As expressed in the questionnaire, the American Association of University Women, through its Committee on the Economic and Legal Status of Women, and the Women's Bureau of the United States Department of Labor undertook a study of the members of the association who, in January 1935, were "employed," were "in business" for themselves, or "under usual opportunities probably would be employed."

The committee members were Elizabeth Brandeis, Sophonisba Breckinridge, Lillian M. Gilbreth, Pauline Goldmark, Dorothy Kenyon, Iva L. Peters, Kathryn McHale, ex officio, and Susan M. Kingsbury, chairman. Mary Anderson, Director of the Women's Bureau, United States Department of Labor, cooperated with the committee throughout the study.

Questionnaires prepared by the Committee and the Women's Bureau and printed by the Women's Bureau were sent by the Bureau to all Branches of the Association with the request that they should be given to their members who would be concerned, and the members were requested to return the questionnaire, unsigned, to the chairman of the branch. They were sent then to the Women's Bureau in Washington. The chairman and other members of the committee in cooperation with the Bureau planned for the tabulation of the returns, and

accordingly the Bureau began its work, completing by the spring of 1937 the 84 tables that form the basis of this report.[1] Dr. Isabel Janet Blain and Dr. Anne Hendry Morrison assisted the writer of the report in drafting and computing the derivative tables.

RETURNS FROM MEMBERS, BY DISTRICT

Ten thousand one hundred and seventy-nine members of the association responded to the request. Thus, 26 percent of the 39,110 women who at that time were members submitted information. The representative character of the sample is as satisfactory as its size. Of the nine A. A. U. W. districts, covering the United States, the Northwest Central district and the North Pacific district returned the maximum proportion of their membership, or 29 percent each, and the North Atlantic, the minimum, or 22 percent.[2] Also the proportion of women submitting in each district data that could be used follows closely the proportion of total membership in each district. That is, in general, where the proportion of total membership is greatest, so is the proportion of used returns. However, the largest number of schedules used were from the Northeast Central area, 2,087, or 24 percent, and the second largest number from the North Atlantic section, 1,725, or 20 percent. It may be significant that six of the so-called "Seven Women's Colleges" are located in the North Atlantic district and that the oldest coeducational institutions are in the Northeast Central area. These areas were followed by the Southwest Central, 12 percent, the Northwest Central, 11 percent, and the South Pacific, 10 percent. The smallest number used from continental United States represented the Southeast Central district, 320 members or 4 percent.[3]

TABLE I.—*Membership of the Association and returns received from members, related to district*

District (A. A. U. W. classification)	Total membership		Returns received	
	Number	Percent	Number	Percent
Total	39,110	100.0	10,179	26.0
North Atlantic	9,562	100.0	2,077	21.7
South Atlantic	3,321	100.0	899	27.1
Northeast Central	8,416	100.0	2,353	28.0
Northwest Central	3,763	100.0	1,104	29.3
Southeast Central	1,471	100.0	373	25.4
Southwest Central	4,958	100.0	1,249	25.2
Rocky Mountain	1,408	100.0	388	27.6
North Pacific	2,110	100.0	611	29.0
South Pacific	3,705	100.0	1,020	27.5
United States possessions	324	100.0	77	23.8
Foreign	72	100.0	26	36.1
District not reported			2	

[1] These tables are on file in the office of the association at Washington, D. C. See questionnaire. appendix A.
[2] See table I.
[3] See table II.

TABLE II.—*Membership of the Association and returns from the members that were used, related to district*

District (A. A. U. W. classification)	Membership		Returns used	
	Number	Percent	Number	Percent
Total	39,110	100.0	8,796	100.0
North Atlantic	9,562	24.4	1,725	19.6
South Atlantic	3,321	8.5	797	9.1
Northeast Central	8,416	21.5	2,087	23.7
Northwest Central	3,763	9.6	955	10.9
Southeast Central	1,471	3.8	320	3.6
Southwest Central	4,958	12.7	1,062	12.1
Rocky Mountain	1,408	3.6	361	4.1
North Pacific	2,110	5.4	510	5.8
South Pacific	3,705	9.5	894	10.2
United States possessions	324	.8	60	.7
Foreign	72	.2	23	.3
District not reported			2	

It is even more significant that the replies constitute about 50 percent of the women that form the employed group, a very large proportion indeed. This figure represents an estimate based on other studies and on casual information. Data from *President's Reports of 723 Branches*, covering 26,172 members in 1937–38, show that over 49 percent were employed outside of their homes. However, in 1937 a study of the Pennsylvania branches of the association indicated that 72 percent of the members were holding paid positions. The final receipts from any investigation reveal a weakness in the schedule, and this one proved to be not without limitations. The actual proportion of members who might be considered as "employed" should have been secured.

From the returns it was necessary to exclude 1,383 replies because the experience of the members was not applicable to the study or the schedules were incomplete. The summaries and interpretation, therefore, are based on the records given by 8,796 women.[4]

COLLEGES AND UNIVERSITIES REPRESENTED

Curiously enough, all of the colleges and universities "approved" by the A. A. U. W., a total of 223 institutions, are represented in this study by their alumnae that had taken bachelor's or advanced degrees.[5]

One-quarter of the members reporting received degrees from 15 institutions, thus:

200 to 300 women:	
University of California	257
University of Minnesota	256
Columbia University—Teachers College	230
University of Wisconsin	230
University of Chicago	200
Total	1,173

[4] See table II.

[5] The list of institutions includes those that meet the standards set by the American Association of University Women and by the American Association of Universities. (See appendix, table I.)

100 to 200 women:

University of Michigan	183
Wellesley College	158
Smith College	130
Mount Holyoke College	125
University of Nebraska	125
Vassar College	122
University of Illinois	115
University of Indiana	115
Stanford University	103
University of Iowa	101
Total	1,277

Furthermore, all States in the Union and the District of Columbia were represented at the time of the report. California heads the list as the place of residence of 885 members, Ohio comes second with 634 members, and New York, Illinois, Pennsylvania, and Minnesota, with 400 to 500 members. The other States, with the number from each, were as follows:

	Number of members
Indiana, Michigan, New Jersey, Texas	300 to 400.
Colorado, Missouri, Kansas, Iowa, Wisconsin, Washington	200 to 300.
Massachusetts, Oregon, Virginia, West Virginia, Oklahoma, Nebraska, South Dakota, North Carolina, District of Columbia.	100 to 200.
The other 24 States	Less than 100.

II. SUMMARY AND CONCLUSIONS

REPRESENTATIVE CHARACTER OF THE STUDY

The investigation fairly may be said to be representative of women in the United States, employed outside their homes, who have had the advantages of a college education and, in addition, professional preparation. It is based upon reports by about 50 percent of the employed women of the American Association of University Women or about one-quarter of its entire membership in 1934. Thus the data that were used are from 8,796 returns through a questionnaire circulated in 1935, and include information from women having attended all of the 223 institutions approved by the Association, and from every State in the United States. The proportion of the 8,796 returns in each district follows closely the proportion of total membership in each district.

Similarly the investigation may be said to represent professional women; that is, 79 percent of the women had been prepared by a year or more of training after leaving college, and 45 percent by 1 to 4 years of study. Two-thirds had taken graduate study of some sort and 6 percent a doctor's degree in philosophy, medicine, or some other field.

ADVANCED AND PROFESSIONAL PREPARATION

Not only a college degree but advanced study preparatory for business or professions characterizes the group of women here studied. More than three-fourths had taken some type of additional work after leaving college, and 45 percent had taken an additional degree. This applies to all groups, regardless of occupation. Naturally, executives in schools or colleges had the most extended preparation, and also those in the established professions, law, medicine, and research. Also, it should be noted that advanced study takes women into the more advanced positions, and that the subject of preparation makes but little difference.

AGE AND MARITAL STATUS

The women considered are comparatively mature, but are pretty well distributed in the 5-year classes from 25 to 50 years of age. Only 7 percent are under 25 and 17 percent over 50. According to this study, it is in the older groups, those past 35 or indeed 40 years of age, that women with advanced professional preparation are to be found. Similarly they seem to wait 5 to 10 years after leaving college before taking a master's degree, 32 percent, and 15 percent wait until 10 to 15 years, but 39 percent did get that preparation within 5 years. Also, about one-half of those with a doctor's degree have attained it

within 10 years, and three-fourths within 15 years. The trend is certainly toward the requirement of special training for business as well as professions.

It is not surprising that a small proportion of the women here studied are married, only 13 percent, and they tend to be somewhat younger than the single women. This is not true, however, of the widowed, separated, or divorced, who constitute 5 percent of the total number that reported their age; probably they should be classified with the group of single women.

OCCUPATION AND CHANGES, 1925–35

The women represented by this study are not in independent business, only 3 percent of them; the others are working for an employer. It is to be expected that a large proportion of "college women" are engaged in educational work, 69 percent of them, and one-fifth of these are executives. Also, so far as known, four-fifths of the teachers and of the executives are in colleges, senior high schools, or normal schools. However, that 28 percent, or 2,319 women, are engaged in work other than educational is important, and that they represent 11 or more professions. More than half, 55 percent, are librarians, social, health, and religious workers, home economists, and those engaged in research, and more than one-fourth are employed in business as secretaries, clerical workers, or personnel workers.

During the 10-year period, as might be expected, much change from one occupation to another took place. Somewhat under one-third of those reporting indicated this situation. It may be surprising that women holding a master's degree changed more frequently than those with a bachelor's degree only, those with a doctor's degree less frequently than the Masters. This may indicate that early training led women into the type of work for which they were less fitted, but that they were settled by the time they had completed the highest preparation. However, only 26 percent of the total number shifted their job, but married women to a greater degree.

It is significant that the transfer from one job to another is so largely due to personal reasons; thus 74 percent of those making changes so reported. The reason for change in position seems not to have been affected by marital status except that those involving reduction in force seem to affect the married women more seriously.

UNEMPLOYMENT, 1925–35

These women were not affected so seriously by the depression as might have been expected. In the 10-year period, 1925–35, a decade including the great depression, only 8 percent met more than one period of enforced idleness, and 21 percent had only one such experience. Furthermore, on December 31, 1934, only 6 percent were unemployed and 4 percent doing part-time work. But of the unemployed it is amazing that one-half were idle for personal reasons and in only 177 cases was it involuntary, a third of the latter because of

marriage or age. Also the type of occupation had little to do with unemployment. On the other hand, a larger proportion of married women were idle or on part-time work, as also were the younger or less experienced women.

EARNINGS AND THE DEPRESSION

The amount of earnings by women who have devoted 4 years to a college education, and especially to more advanced study, is indeed disturbing. The time and investment seems not to have been justified, except among those with the highest type of preparation, that is, those who have secured a doctor's degree. Of this group, 55 percent attained $3,000 or more. However, 33 percent earned $3,000 to $4,000 and 22 percent $4,000 or more. Thus training counts, but this is a small proportion of the total number reporting.

Women with a master's degree or that degree and additional training, considering the highest salaries in the 10-year period, earned less than those with the highest degree, only 17 percent reaching $3,000 or more, and that is regardless of experience. But 36 percent of them earned $2,500 or more. The largest or modal group as well as the median number attained $2,000 to $2,500.

However, only 8 percent with a bachelor's degree alone, or a bachelor's degree and additional training but not an advanced degree, earned $3,000 or more. Indeed, 57 percent of the Bachelors with more work and 73 percent of those without it got less than $2,000, the mode being $1,500 to $2,000 for the former and $1,000 to $1,500 for the latter. The median for the two groups together was $1,500 to $2,000.

Naturally, executives in educational work were in the higher salary ranges, and also teachers in colleges, although lower than executives. Earnings in other occupations vary considerably and according to the type of work, certain ones yielding higher returns, especially lawyers, those in independent business, personnel workers, and physicians and psychiatrists.

The depression does not seem to have affected greatly some groups of women here studied. Others suffered seriously. Comparing the salary in 1934 with the highest earnings in the 10-year period, the proportion of executives in education who earned $3,000 and more dropped 14 points. Teachers had much the same experience. A worse effect seems to have been among those in occupations other than education where the woman was "working for an employer." The drop in number of those whose highest salary in the 10-year period was $2,000 or more is terrific, being 40 percent, and the number of those who had received less than $1,500 as the highest salary in that decade was almost doubled in 1934. Of course the worst experience was among those in independent business. Also, the proportion meeting a decrease of 10 percent or more seems to have increased from one age group to the next.

RESPONSIBILITY FOR DEPENDENTS

Considering the salaries received, the extent to which women are supporting dependents, either fully or partially, is a matter of deep concern, 41 percent or 3,618 meeting this obligation. Of the 3,153 women reporting the extent of their responsibility, 36 percent cared entirely for 1 or more persons, and 76 women cared entirely for 3 or more. The situation is complicated by the combination of full and partial responsibility; that is, 3,153 women carried the burden, fully or partially, for 6,328 dependents, or an average of 2 each.

Usually the individuals supported were adults, and it was more frequently the single women than the married women who assumed the obligation. Only 20 percent of those with dependents reported that they were supporting children.

That these women have small incomes is shown by the figures: 41 to 52 percent of those with one to four dependents earned less than $2,000, and 61 to 71 percent got less than $2,500.

DISCRIMINATIONS REPORTED

An important conclusion may be drawn from this investigation. Women suffer serious discrimination. One-third indicated the number of instances that had occurred in the period 1929–35 *because of sex, marital status, youth, or advanced age.* While the last two reasons assigned may apply to men also, the other two could not. And it is sex and marital status that were assigned as causes of discrimination by 79 percent of these women; also many women maintain that they have encountered more than one experience. That is, of the instances cited, 81 percent were given as due to sex and marital status. Although but 13 percent of all women were married, 19 percent of the individuals claiming difficulty and 17 percent of the cases of difficulty indicated marital status as a cause.

The actual discrimination is equally important. It is not surprising that one-third of the cases caused by sex applied to beginning salary, nor that one-half should have meant reduction of salary, demotion, or restricted promotion. But this indicates that 80 percent faced smaller returns for the service rendered because they were women. It is indeed serious in the light of low salary and large responsibility for dependents.

Not less salary but no salary at all was encountered because of marital status; that is, in 60 percent of these cases it meant loss of a job or refusal of a job.

The older women met somewhat the same difficulties as did the married women. Young women encountered refusal of a job, 39 percent of the instances, but also smaller beginning salary, 32 percent, and restricted promotion, 17 percent.

Doubtless young men had great difficulties in securing or in keeping work during the depression and even at all times. To compare the experience of young women and young men would be valuable but apparently the necessary data do not exist.

III. EDUCATIONAL PREPARATION OF WOMEN STUDIED

ADVANCED DEGREES AND TRAINING

The 8,796 women who were employed outside the home or under normal circumstances would have been so engaged, on December 31, 1934, and who contributed to the report, to a remarkable extent were prepared for their profession by 1 or more years of study beyond the bachelor's degree, that is, 79 percent of them.

Degree	*Number*	*Percent*
Total	8, 796	100. 0
One bachelor's only	4, 815	54. 7
More than one bachelor's	335	3. 8
One or more master's [1]	3, 101	35. 3
Doctor's degree	545	6. 2
Ph.D	431	4. 9
M.D	96	1. 1
Other [2]	18	. 2

All but 21 percent had prepared for professional occupation or for business by study after receiving a bachelor's degree; 39 percent had taken at least 1 or 2 years of graduate work, and 45 percent from 1 to 4 or more years.

Although 55 percent had secured no degree other than the first bachelor's degree, 62 percent of this group had taken additional graduate work or training of some sort. Also, 4 percent of the total had more than one bachelor's degree and 36 percent of them had followed further study. Of the total number, 35 percent had taken one or more master's degrees, but 56 percent of the Masters went still further in professional preparation. A not inconsiderable number, 545, or 6 percent, held a doctor's degree, 431 in philosophy, 96 in medicine, and 18 in other fields. Moreover, 284 of the women Doctors, or 52 percent of them, pursued additional courses of study.[3]

INSTITUTIONS AT WHICH PREPARED

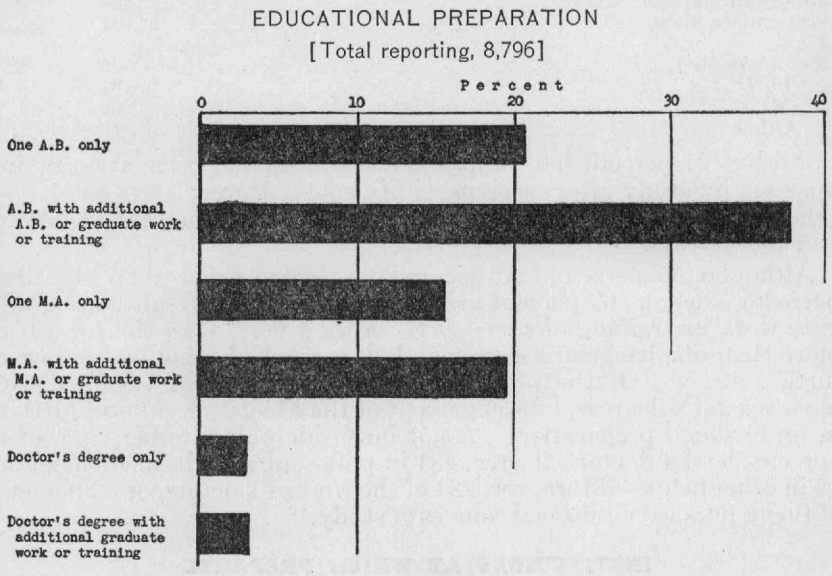
Again, the institutions where these women gained professional training are widely representative—121 that are on the A. A. U. W. list and a number that are not so listed. Thirty percent came from Columbia University, including Teachers College, and 25 percent from 8 other universities—Chicago, Wisconsin, Michigan, California, Stanford, Texas, Illinois, and Missouri.

[1] Only 7 respondents reported more than one master's degree. Of these, 5 reported additional graduate study or training, 2 reported that they had no such additional work.
[2] Includes D.Sc., LL.D., J.D., D.Ed., D.Litt., D.O.
[3] See table III.

TABLE III.—*Educational preparation of women studied*

Degree	Total with specified degree		No additional graduate work or training beyond specified degree		Additional graduate work or training beyond specified degree	
	Number	Percent	Number	Percent	Number	Percent
Total	8,796	100.0	3,672	41.7	5,124	58.3
One bachelor's only	4,815	100.0	1,824	37.9	2,991	62.1
More than one bachelor's	335	100.0	213	63.6	122	36.4
One or more master's [1]	3,101	100.0	1,374	44.3	1,727	55.7
Doctor's	545	100.0	261	47.9	284	52.1
M. D. and other [2]	114	100.0	37	32.5	77	67.5
Ph. D	431	100.0	224	52.0	207	48.0

[1] Only 7 respondents reported more than one master's degree. Of these, 5 reported additional graduate study or training, 2 reported that they had no such additional work.
[2] Includes D. Sc., LL. D. J. D., D. Ed., D. Litt., D. O.



Institution at which highest degree (beyond bachelor's degree) was received

	Number	*Percent*
Total women	8, 796	
Women with one or more bachelor's degrees only	5, 150	
Women with a higher degree	3, 646	
Women reporting name of institution	3, 484	100. 0
Boston University	25	. 7
Columbia University	706	20. 3
Cornell University	46	1. 3
Indiana University	42	1. 2
Iowa State College of Agriculture	33	. 9
New York University	31	. 9
Northwestern University	36	1. 0
Ohio State University	45	1. 3
Radcliffe College	35	1. 0
Stanford University	73	2. 1
Teachers College (Columbia University)	330	9. 5
University of California	103	3. 0
University of Chicago	257	7. 4
University of Colorado	31	. 9
University of Illinois	58	1. 7
University of Kansas	30	. 9
University of Michigan	118	3. 4
University of Minnesota	52	1. 5
University of Missouri	53	1. 5
University of Nebraska	40	1. 1
University of Pennsylvania	49	1. 4
University of Pittsburgh	25	. 7
University of Texas	66	1. 9
University of Washington	35	1. 0
University of Wisconsin	139	4. 0
Yale University	35	1. 0
All others [4]	991	28. 4
Not reporting name of institution	162	

AGE AND ADVANCED TRAINING

The age of the individual, as well as the years out of college, certainly influences the extent of professional preparation. A much larger proportion not having taken advanced work than of the total were under 35 years of age, 63 percent. Of those reporting age and training and having a bachelor's degree only, but with further study, 47 percent were under 35, while only a third of the Masters with no additional study were in this younger group, as compared with 21 percent of them who had gone beyond the M. A. degree. And few Doctors were under 35, 18 percent. While 25 percent of those reporting were between 40 and 50 years of age, it is those with additional study that swell the group—37 percent of those having had a master's degree and extra work, and 36 percent of those with a Ph. D., 31 percent of the Masters, and only 22 percent of the Bachelors having had more study. Those with more training but not an advanced degree are in this older group. This is true also in the age

[4] Covers 91 institutions, each attended by less than 25 members. See appendix table I.

classes between 35 and 40 and 50 years and over, but not to so marked an extent. Indeed, more than half of those having gone beyond the master's degree are *over 40 years old*, 60 percent of the Masters with additional study, and 62 percent of the Doctors.[5] Apparently, then, it is in the older groups, those past 35 or indeed past 40 years of age, that women with advanced professional preparation are to be found.

TABLE IV.—*Training beyond the bachelor's degree, related to age*

Degree	Total		Under 35 years		35, under 40 years		40, under 50 years		50 years and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting age [1]	8,266	100.0	3,424	41.4	1,331	16.1	2,102	25.4	1,409	17.0
Total A. B. and M. A. degrees	7,751	100.0	3,332	43.0	1,228	15.8	1,934	25.0	1,257	16.2
A. B. with no additional work	1,720	100.0	1,086	63.1	202	11.7	251	14.6	181	10.5
A. B. with additional graduate work, or more than one A. B.	3,142	100.0	1,475	46.9	478	15.2	681	21.7	508	16.2
M. A. with no additional work	1,273	100.0	427	33.5	253	19.9	397	31.2	196	15.4
M. A. with additional graduate work, or more than one M. A.	1,616	100.0	344	21.3	295	18.3	605	37.4	372	23.0
Total doctor's degrees	515	100.0	92	17.9	103	20.0	168	32.6	152	29.5
Ph. D.	408	100.0	70	17.2	79	19.4	147	36.0	112	27.5
M. D.	91	-------	18	-------	22	-------	16	-------	35	-------
D. Sc., LL. D., J. D., D. Ed., D. Litt., D. O.	16	-------	4	-------	2	-------	5	-------	5	-------

[1] Excludes 530 not reporting age, 500 of them holding an A. B. or M. A. degree and 30 holding a doctor's degree.

INTERVAL BETWEEN A. B. AND ADVANCED DEGREES

It should be noted that only 600, or 7 percent, of those indicating age were less than 25 years old.[6] Hence a review of the length of time intervening between receiving the bachelor's degree and higher degrees shows all Masters in about the same situation. Thirteen percent had attained the degree in less than 2 years. This is surprising. Equally surprising is it that 39 percent took it in less than 5 years. But the largest single group waited from 5 to 10 years before securing it, 32 percent. Fifteen percent waited 10 to 15 years, as seen in the following list.

[5] See table IV.
[6] See p. 14.

Number of years between receiving first bachelor's degree and master's degree

	Number	Percent
Total women	8, 796	
Bachelor's degree only	5, 150	
Doctor's degree, no master's degree	224	
Master's degree	3, 422	
Total reporting interval [7]	3, 243	100. 0
Under 1 year	12	. 4
1, under 2 years	394	12. 1
2, under 3 years	288	8. 9
3, under 4 years	281	8. 7
4, under 5 years	274	8. 4
5, under 10 years	1, 035	31. 9
10, under 15 years	485	15. 0
15, under 20 years	273	8. 4
20 years and more	201	6. 2

On the other hand, only a few, 16 percent, took a doctor's degree within 5 years of graduation from college, but also the largest single group waited until the 5-to-10-year period, 35 percent. It is significant that about half of the Doctors attained the highest degree within 10 years of leaving college and 74 percent in less than 15 years, but 26 percent waited 15 years or more.

Number of years between receiving first bachelor's degree and doctor's degree

	Number	Percent
Total women with doctor's degree reporting interval [8]	486	100. 0
Under 4 years	40	8. 2
4, under 5 years	39	8. 0
5, under 10 years	169	34. 8
10, under 15 years	110	22. 6
15 years and more	128	26. 3

It may well be that today women are pursuing graduate work and professional preparation more quickly after leaving college than in former years. Certainly they are graduating at a younger age. Apparently the trend is toward the requirement of special training for business as well as professions, and particularly for teaching jobs.

It is pretty well established, therefore, that our employed members are equipped for their occupations and that they take their professional preparation within a 5- or 10-year period after graduation, or at least within 15 years when attaining the most advanced degree.

Also, our members are not confined to any limited area in the United States; nor have they been prepared in a few colleges and universities, but rather represent a very large number of our higher educational institutions.

[7] Not reporting interval, 179.
[8] Not reporting interval, 59. Receiving the degree in less than 3 years, 11 women.

IV. AGE AND MARITAL STATUS OF WOMEN REPORTING

AGE

The women considered in this investigation are a comparatively mature group, an important factor in the consideration of their economic status. Seven percent of the 8,266 who reported their age were under 25 years of age, and only a quarter, 24 percent, were less than 30 years old. But 64 percent were between 25 and 45. Considering 5-year groups, the largest number are between 25 and 30, although almost as many are between 30 and 35. Then, in the next two 5-year periods, the numbers are somewhat less, and they drop considerably after 45. Analysis of 10-year groups shows the largest number to be between 30 and 40 years old, or 33 percent, while a quarter, 26 percent, were between 40 and 50. Or to present the picture otherwise: 24 percent were under 30 years of age; 59 percent were between 30 and 50; and 17 percent were 50 and more, as shown in the following statement:

Age group	*Cumulative number*	*Cumulative percent*
Under 25 years	600	7. 3
Under 30 years	2, 014	24. 4
Under 35 years	3, 424	41. 4
Under 40 years	4, 755	57. 5
Under 45 years	5, 902	71. 4
Under 50 years	6, 857	83. 0
Under 55 years	7, 499	90. 7
Under 60 years	7, 933	96. 0
Total [1]	8, 266	100. 0

MARITAL STATUS

Marriage may account for the decrease in number after 35 years of age, but one might have expected it to have resulted at an earlier period. However, the appearance of the highest percent among married women in the group between 30 and 35 may explain this situation. Doubtless women continue to work after marriage until the birth of children occurs and family cares withdraw them from occupations outside the home. The increase in the number of those widowed, separated, or divorced between 35 and 45 years of age, 31 percent of them being so reported, may account for the large numbers in the total at such ages.

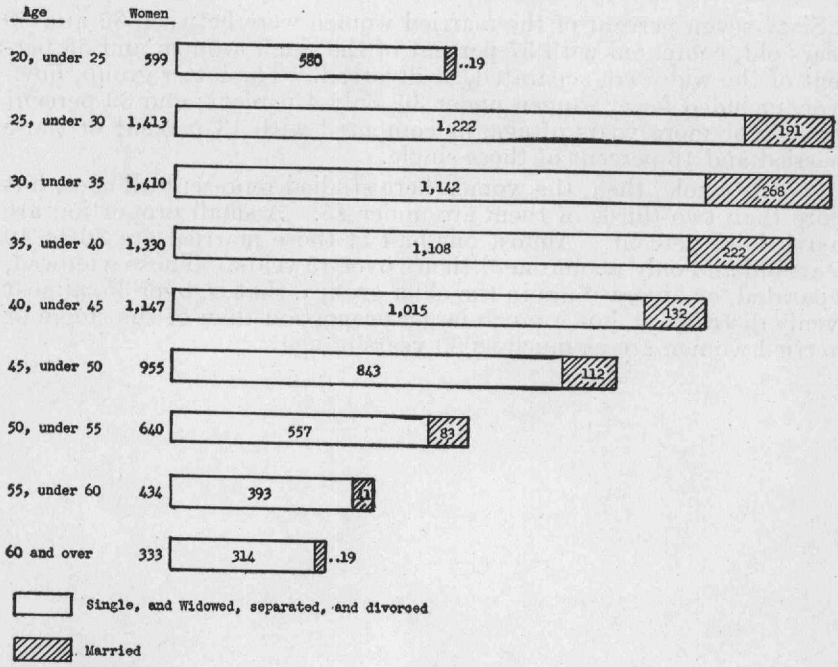
Indeed, the proportion of single women drops gradually, but increasingly, after 35 years of age. Naturally those who were widowed, separated, or divorced tended to be older than those who were single; and those married, younger.

[1] Excludes 530 not reporting age. Includes 333 at 60 years and over.

A very large proportion of women employed between 1925 and 1935 were single, 82 percent, and 5 percent were widowed, separated, or divorced. That is, 87 percent were self-dependent, and 13 percent were married and presumably not dependent solely on their own earnings. It is the large proportion of those married who were between 30 and 40 years of age, 45 percent, that helped to magnify that group in the total figures; and also that between 40 and 50, for 22 percent of them were of that age, as shown by the accompanying list.[2]

Age group	Percent— Single, widowed, separated, or divorced	Married
Total	100. 0	100. 0
20, under 30 years	25. 1	19. 3
30, under 40 years	31. 4	45. 1
40, under 50 years	25. 9	22. 4
50, under 60 years	13. 2	11. 4
60 years and over	4. 4	1. 7

AGE AND MARITAL STATUS



[2] See also table V.

TABLE V.—*Age and marital status of members*

Age group	Total		Single		Married		Widowed, separated, and divorced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting marital status [1]	8,791	100.0	7,187	81.7	1,151	13.1	453	5.2
Total reporting age [2]	8,261	100.0	6,752	100.0	1,087	100.0	422	100.0
20, under 25 years	599	7.3	577	8.5	19	1.7	3	.7
25, under 30 years	1,413	17.1	1,207	17.9	191	17.6	15	3.6
30, under 35 years	1,410	17.1	1,106	16.4	268	24.7	36	8.5
35, under 40 years	1,330	16.1	1,047	15.5	222	20.4	61	14.5
40, under 45 years	1,147	13.9	944	14.0	132	12.1	71	16.8
45, under 50 years	955	11.6	773	11.4	112	10.3	70	16.6
50, under 55 years	640	7.7	497	7.4	83	7.6	60	14.2
55, under 60 years	434	5.3	335	5.0	41	3.8	58	13.7
60 years and over	333	4.0	266	3.9	19	1.7	48	11.4

[1] Members not reporting marital status, 5.
[2] Not reporting age, 530; of these 435 were single, 64 were married, and 31 were widowed, separated, or divorced.

Sixty-seven percent of the married women were between 30 and 50 years old, compared with 57 percent of the single women and 56 percent of the widowed, separated, or divorced. The latter group, however, included fewer women under 30, only 4 percent; and 39 percent were 50 or more years of age, as compared with 13 percent of those married and 16 percent of those single.

On the whole, then, the women here studied represent all ages, but more than two-thirds of them are under 45. A small proportion are married, 13 percent. Almost one-half of those married are 30 to 40 years old and only about one-fifth are over 45 years. Those widowed, separated, or divorced are in the older groups, that is, over 35, almost evenly distributed, but a much larger proportion than of the single or married women are as much as 50 years of age.

V. EMPLOYMENT, MAJOR JOB IN 1934,[1] AND UNEMPLOYMENT

On December 31, 1934, almost all of the 8,796 women here studied were employed, that is, 8,273, or 94 percent; and 7,845, or 89 percent, were working full time. It is a striking fact that only 6 percent were unemployed. The contention might be made that those of our members who were unemployed did not send in a return, but a careful review of the questionnaires does not support this conclusion.

TYPE OF EMPLOYMENT

Now, of the 8,202 who were employed and who told what was their occupation, 97 percent, or 7,993, were working for an employer, and only 209 were in independent business. Of the former, as might be expected, a very large proportion, 69 percent, or 5,674, were in education, either as teachers or as executives.[2] The next largest number were librarians, 5 percent or 446, while another 5 percent, 415, were in social, health, or religious work. The others were, in order of number, secretaries, home economists, clerks, research workers, personnel workers, managers, editors, physicians (including psychiatrists); and 8 were lawyers, while 214 are grouped together as "other." Naturally, secretarial or clerical workers accounted for a large number, 6 percent or 515. These figures are given in detail below.

Major position in 1934	*Number*	*Percent*
Total reporting occupation [3]	8, 202	100. 0
For an employer	7, 993	97. 5
Education, elementary and junior high school	1, 015	12. 4
Education, senior high school	1, 768	21. 6
Education, college	1, 412	17. 2
Education, normal school and other	170	2. 1
Education, not reporting type	1, 309	16. 0
Clerical worker	224	2. 7
Editorial worker	66	. 8
Home economist	226	2. 8
Lawyer	8	. 1
Librarian	446	5. 4
Manager	67	. 8
Personnel	139	1. 7
Physician, psychiatrist	48	. 6
Research worker	175	2. 1
Secretary	291	3. 5
Social, health, or religious worker	415	5. 1
Other [4]	214	2. 6
In independent business	209	2. 5
Education	42	. 5
Other professional	102	1. 2
Other	65	. 8

[1] The occupation from which the largest proportion of 1934 earnings were received.

[2] This situation precludes comparison with the study by Margaret Elliott and Grace E. Manson, Earnings of Women in Business and the Professions, 1930, in Michigan Business Studies. Only 19.7 percent of the women reported in that study were teachers and only 26.8 percent had attended a university, college, or professional school.

[3] Excludes 337 not employed in 1934 and 257 not reporting occupation. Includes 154 who received compensation in lieu of salary or in addition to salary.

[4] This number includes artists, nurses, sales, advertising and publishing executives, and other.

TEACHERS AND EXECUTIVES IN EDUCATION

The large number of those listed under educational work for an employer should be subdivided into two groups so far as is known, those who held the position of teachers, 80 percent, and those who held executive jobs, 20 percent.

The greatest number of the teachers were giving instruction in senior high schools, 1,542, and in colleges, 981. A very small number were in normal schools, 24, but almost the same number were in elementary and junior high schools combined as were in colleges. These figures are given below:

Teaching positions in which there are—	
Less than 100:	
Normal schools	24
400 and less than 500:	
Junior high schools	400
Elementary schools	464
900 and less than 1,000:	
Colleges	981
1,000 and less than 2,000:	
Senior high schools	1, 542
Other types	66
Not reporting type	1, 049
Total	4, 526

That a fifth of the teachers are executives in schools and colleges indicates the responsibility of college graduates. And it is significant that, of these 1,148, so far as known, over three-fourths of those reporting the type of institution are in the higher schools—colleges, normal schools, and senior high schools, 669, as compared with 151 in junior high or elementary schools.

Executive-educational positions in which there are—	
Less than 200:	
Administrative departments	27
Junior high schools	31
Normal schools and others	53
Elementary schools	120
200 and less than 450:	
Not reporting type	260
Senior high schools	226
Colleges	431
Total	1, 148

OCCUPATIONS OTHER THAN IN EDUCATION

Of the 2,319 members reporting the positions other than educational in which they are employed, the largest single number are librarians, the next largest are in social, health, and religious organizations.

Secretarial and clerical service combined claim an even greater group than do the libraries, but considering them separately, the secretaries form the third group. Practically the same number are home economists as are clerks. It is interesting that so many are to be found in research or in personnel work and only 8 are lawyers. The details follow.

Occupations other than education in which there are—	
Less than 100:	
Lawyer	8
Artist	17
Physician or psychiatrist	48
Nurse	60
Editorial	66
Manager	67
Sales	81
100 and less than 200:	
Personnel	139
Research	175
200 and less than 300:	
Clerical	224
Home economics	226
Secretary	291
400 and less than 500:	
Social, health, religious	415
Librarian	446
Other occupations	56
Total	2, 319

To sum up, not far from three-fourths of our members who reported their jobs in 1934 were engaged in educational work, and one out of five of these held executive jobs. Of the teachers, about three-fourths were holding positions in senior high schools or colleges, and a similar proportion of the executives were in institutions of this advanced type. The numbers of women in other occupations are not great, but they represent a widely representative list. During the entire 10-year period 1925–35, a very large proportion of those reporting, or 71 percent, had encountered no periods of enforced idleness, and 21 percent met this difficulty but once, as seen from the following statement:

Number of periods not working	*Women*	
	Number	*Percent*
Total	8, 398	100. 0
None	5, 963	71. 0
One period	1, 765	21. 0
Two periods	507	6. 0
Three or more periods	163	1. 9

UNEMPLOYMENT

Only 6 percent of the entire number of women studied were unemployed on December 31, 1934, and only 4 percent were employed part time. Of the 523 not holding a job, 135 had been out of work less

than a year, but 211 had been out 1 to 5 years, and 75 had been idle 5 years or more, as seen from the following list:

Status of employment, December 31, 1934

	Number	Percent
Total	8,796	100.0
Employed	8,273	94.1
Full time	7,845	89.2
Part time	360	4.1
Not reporting time	68	.8
Unemployed	523	5.9
Under 1 year	135	1.5
1, under 5 years	211	2.4
5 years or more	75	.9
Not reporting time	102	1.2

However, more startling is the revelation that of the 415 unemployed who gave the reasons for surrendering their last job, 238 stated that their unemployment was voluntary and 205 of them claimed that personal reasons caused them to leave. One-half of the 177 giving up the last job involuntarily reported that changes in the status of business had caused them to do so. A third of them attributed their unemployed status to marriage or age, but most of these had been out of work 1 or more years. Curiously enough the type of occupation seems to have had little to do with the reasons assigned for voluntary or involuntary idleness.[5]

Marital status seems to have affected unemployment and part-time employment. Thus, on December 31, 1934, one-quarter of the married women were unemployed as compared with 5 percent of those not living with husbands and 3 percent of the single women. Also, very few employed single women were on part time, only 2 percent, as compared with 20 percent who were married. This certainly is to be expected. More of the widowed, separated, or divorced than of the single women were only partially employed, but a much smaller proportion than of those married, only 5 percent.

Similarly, married women, whether living with their husbands or not, had been unemployed for a longer time than had single women. Of the "married" who were unemployed, at least 40 percent had been out of work 3 or more years and 30 percent for 1 to 3 years; of the single women, only 21 percent for the longer period and 14 percent for the shorter time.[6]

LENGTH OF EXPERIENCE

Of those unemployed, 405 gave the length of their experience. The younger or less experienced women were those who were idle. Thus 40 percent of the unemployed had had less than 5 years' experience as compared with 17 percent of the total number, and 72 percent less than 10 years' experience as compared with 36 percent of the total number. This is to be expected. The percentage drops

[5] See appendix table II.
[6] See table VI.

sharply with the 10-to-15-year group for the unemployed, although not for the total number. It is significant that among women who were employed about the same number had been at work in each 5-year experience group up to the 15-to-20-year period, 16 to 19 percent of those reporting. But 21 percent had worked 20 to 30 years, and 10 percent 30 years or more. Apparently, the proportions of those in each experience group employed but working part time follow closely those of the total.[7]

On the whole, then, actual unemployment or only part-time employment, even in the period of the worst depression in our history, seems not to have been serious among university women except among married women. The effect of the depression in other ways remains to be discussed in later sections.

TABLE VI.—*Employment and unemployment, related to marital status*

Employment status Dec. 31, 1934	Marital status							
	Total		Single		Married		Widowed, separated, and divorced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total [1]	8,791	100.0	7,187	100.0	1,151	100.0	453	100.0
Employed	8,268	94.1	6,976	97.1	860	74.7	432	95.4
Full time	7,840	89.2	6,755	94.0	680	59.1	405	89.4
Part time	360	4.1	170	2.4	169	14.7	21	4.6
Not reporting time	68	.8	51	.7	11	1.0	6	1.3
Unemployed	523	5.9	211	2.9	291	25.3	21	4.6
Under 1 year	135	1.5	72	1.0	58	5.0	5	1.1
1, under 3 years	121	1.4	30	.4	87	7.6	4	.9
3 years or more	165	1.9	44	.6	115	10.0	6	1.3
Not reporting time	102	1.2	65	.9	31	2.7	6	1.3

[1] Marital status was not reported by 5 persons who were employed full time.

[7] See appendix table III.

VI. OCCUPATION AND TRAINING

The preparation of university women for their profession is extremely important; 7,937 reported what training they had had. A small number of the entire group, 177, reported advanced study that could hardly be characterized as professional, inasmuch as the subjects were not related to their job in 1934. If those that reported their occupation in 1934 and their training are divided into two classes—those who were in positions other than teaching and those who were teachers, both executive and nonexecutive—it appears that 29 percent were holding jobs outside the field of education.

OCCUPATIONS OTHER THAN EDUCATION

What had been the preparation of these 2,263 women who were in the professions other than education? [1] Seventy percent had pursued additional study and almost a quarter had taken an advanced degree. Of those who had pursued higher study related to their occupation compared with the total number in order of proportion, as far as known, research workers rank highest, 29 percent, followed by home economists, the social worker group, physicians, and personnel workers, but only 18 to 10 percent of these. However, the classification "additional training not related," and especially "additional training unspecified," may well signify valuable or professional preparation.

TABLE VII.—*Occupation other than educational, related to advanced training* [1]

Occupation in 1934	Total		Degree beyond A. B. and major subject of study—					A. B. degree but additional training unspecified		A. B. degree with no additional training	
			Related to occupation		Not related to occupation		Not reported				
	Number	Percent	Number	Percent	Number	Percent	Number	Number	Percent	Number	Percent
Total [2]	2,263	100.0	364	100.0	177	100.0	40	993	100.0	689	100.0
Librarian	446	19.7	31	8.5	21	11.9	3	211	21.2	180	26.1
Social, health, and religious work	415	18.3	52	14.3	39	22.0	10	229	23.1	85	12.3
Secretary	291	13.3	5	1.4	20	11.3	4	154	15.5	108	15.7
Home economist	226	10.0	65	17.9	8	4.5	5	91	9.2	57	8.3
Clerical work	224	9.9	2	.5	9	5.1	-------	100	10.1	113	16.4
Research work	175	7.7	105	28.8	-------	-------	4	38	3.8	28	4.1
Personnel work	139	6.1	37	10.2	46	26.0	8	30	3.0	18	2.6
Sales, advertising and publishing work	81	3.5	5	1.4	7	4.0	-------	25	2.5	44	6.4
Manager	67	2.9	6	1.6	15	8.5	1	25	2.5	20	2.9
Editorial work	66	2.9	6	1.6	7	4.0	3	23	2.3	27	3.9
Nurse	60	2.6	5	1.4	1	.6	1	50	5.1	3	.4
Physician, psychiatrist	48	2.1	42	11.5	-------	-------	1	5	.5	-------	-------
Artist	17	.7	-------	-------	3	1.7	-------	10	1.0	4	.6
Lawyer	8	.3	3	.8	1	.6	-------	2	.2	2	.3

[1] This means occupation from which the largest proportion of 1934 earnings were received.
[2] Of the 8,796 women studied, 5,939 were in educational or other employments, 257 did not report occupation, and 337 were not employed.

[1] See tables VII and VIII.

In the group last named are, in order of proportion, social workers, librarians, secretaries, and clerical workers, 23 to 10 percent. They also appear in the former group, except that personnel workers rank first and clerical workers are few. The picture shown in table VII is well worth careful consideration.

As might be expected, it was the physicians, 42 of the 48, and those conducting research, 105 of the 175, who had secured a degree closely related to their profession; but almost three-tenths of the home economists and of those in personnel work took related degrees; however, 43 percent of the former and 55 percent of the latter followed additional study unrelated or unspecified. Naturally training, but not an advanced degree, characterized preparation of those in fields where professional schools offering a degree have not yet been developed or have grown up recently. In this group is to be found a large number of the nurses, social, health, and religious workers, librarians, and secretaries.

EDUCATION

Of the 5,674 listed under education, 20 percent held executive positions and 80 percent were giving classroom instruction.[2] The professional preparation of the educators is remarkable. Of those reporting, all the executives but 113 had had additional training after graduation from college, that is, 90 percent, and 65 percent had taken a higher degree; of the so-called teachers, 78 percent had pursued further study and 45 percent had received an advanced degree.

It is not surprising that 60 percent of the executives reporting who had taken an advanced degree were employed in colleges and 8 percent in normal schools or other higher institutions. Twenty-one percent were in senior high schools. Also a large percent of the teachers with higher degrees were in colleges, 52 percent, and 36 percent were in senior high schools and 11 percent in lower schools. All of this relationship is significant, when the ratio in each group is compared with that in the total number as given above.

[2] See table VIII.

TABLE VIII.—*Type of position in educational work (major job, 1934), related to higher degree*[1]

Training	Grand total	Teachers, executive							Teachers, not executive						
		Total number	Total with type of position reported		Elementary junior and senior high		College, normal, and other		Total number	Total with type of position reported		Elementary junior and senior high		College, normal, and other	
			Number	Percent	Number	Percent	Number	Percent		Number	Percent	Number	Percent	Number	Percent
Total [2]	5,674	1,148	888	100.0	377	42.5	511	57.5	4,526	3,477	100.0	2,406	69.2	1,071	30.8
A. B., no additional work	1,093	113	83	100.0	64	77.1	19	22.9	980	692	100.0	644	93.1	48	6.9
A. B., additional work but no higher degree	1,802	284	196	100.0	117	59.7	79	40.3	1,518	1,115	100.0	990	88.8	125	11.2
Higher degree—Total reporting subject	2,569	690	560	100.0	181	32.3	379	67.7	1,879	1,551	100.0	722	46.6	829	53.4
Education	671	262	207	100.0	92	44.4	115	55.6	409	325	100.0	188	57.8	137	42.2
English	451	88	69	100.0	25	36.2	44	63.8	363	293	100.0	167	57.0	126	43.0
History	250	44	36	100.0	12	33.3	24	66.7	206	172	100.0	110	64.0	62	36.0
Language (modern)	214	40	37	100.0	10	27.0	27	73.0	174	152	100.0	48	31.6	104	68.4
Home economics	150	47	41	100.0	6	14.6	35	85.4	103	87	100.0	21	24.1	66	75.9
Social science, economics, political sciences, etc	131	38	31	100.0	7	22.6	24	77.4	93	73	100.0	22	30.1	51	69.9
Biology	126	24	21	--------	1	--------	20	--------	102	92	100.0	25	27.2	67	72.8
Mathematical science	115	26	20	--------	9	--------	11	--------	89	72	100.0	32	44.4	40	55.6
Language (ancient)	107	20	16	--------	7	--------	9	--------	87	71	100.0	46	64.8	25	35.2
Psychology	78	26	19	--------	5	--------	14	--------	52	41	100.0	14	34.1	27	65.9
Physical sciences	53	10	10	--------	--------	--------	10	--------	43	35	100.0	7	20.0	28	80.0
Physical education	49	17	15	--------	1	--------	14	--------	32	27	--------	6	--------	21	--------
Fine arts, industrial arts	48	12	12	--------	--------	--------	12	--------	36	33	100.0	9	27.3	24	72.7
Public speaking	31	7	5	--------	2	--------	3	--------	24	22	--------	7	--------	15	--------
Philosophy and religion	23	10	9	--------	2	--------	7	--------	13	13	--------	5	--------	8	--------
Music	22	8	4	--------	--------	--------	4	--------	14	12	--------	2	--------	10	--------
Public health	19	4	3	--------	1	--------	2	--------	15	12	--------	7	--------	5	--------
Business, commercial, secretarial	14	3	2	--------	--------	--------	2	--------	11	7	--------	4	--------	3	--------
Law, medicine, dentistry, pharmacy	10	3	2	--------	1	--------	1	--------	7	7	--------	1	--------	6	--------
Journalism	4	--------	--------	--------	--------	--------	--------	--------	4	3	--------	1	--------	2	--------
Library	3	1	1	--------	--------	--------	1	--------	2	2	--------	--------	--------	2	--------
Higher degree, subject not reported	210	61	49	--------	15	--------	34	--------	149	119	--------	50	--------	69	--------

[1] This means the occupation from which the largest proportion of 1934 earnings were received.

[2] Of the 8,796 women studied, 2,528 were in occupations other than education, 257 did not report occupation, and 337 were not employed. Percents not computed where base is less than 30.

A more telling comparison is shown in the ratio of those holding various types of positions to the total with higher degrees or advanced training or both. It is, of course, the college executives and college teachers that took advanced degrees; of the former, 87 percent, of the latter, 88 percent. The senior-high-school workers seem to have had similar preparation, 57 percent of the high-school executives and 39 percent of the teachers having taken an advanced degree, and 85 percent of the executives and 81 percent of the teachers continuing study after graduation. It is necessary to realize that both high-school and normal executives and teachers have had professional preparation but that normal and specialized schools do not offer degrees.

The subjects reported for the higher degree are interesting. In order of frequency they are (1) education, (2) English, (3) history, (4) modern language, (5) home economics, (6) social science, (7) biology, (8) mathematics, (9) ancient language—each represented by over 100 women. Two hundred and ten did not report the subject. The first three constitute over 50 percent and the first six 73 percent of those with advanced degrees. And this order holds in general regardless of type of position. Whether the subject taught is related to the subject of the degree is not indicated in the returns.

Certainly, not considering subject, increased preparation takes women into more advanced positions, especially of an executive nature. The number with preparation in specific subjects is too small to reveal which one offers the greatest opportunity; but the variation seems to indicate that the subject studied makes little difference.

CHANGE IN OCCUPATION, 1925–35

Somewhat under one-third of the women reported that they had changed their occupations between 1925 and 1935. Those in education seem to have shifted to about the same extent as have those in other lines of work, as is seen in the accompanying list. That is, 80 percent of the changes affected so-called teachers and 70 percent of those whose occupation in 1934 is known were teachers. A half have left teaching or entered it, and almost a third simply have changed the type of educational work. Only 20 percent of those shifting their type of employment have never taught.

	Number	*Percent*
Total reporting changes in occupation, 1925–35[3]	2, 103	100. 0
Teaching to other	423	20. 1
Other to teaching	288	13. 7
Varied types of teaching	628	29. 9
Never taught, other changes	424	20. 2
Other changes of teachers [4]	340	16. 2

Women with a master's degree or more advanced study have changed from one type of teaching to another considerably more than those with no work beyond the bachelor's degree or even those with graduate training but not a degree. It may be that women have

[3] Teaching is here used to indicate work in education.

[4] In this group are the following changes: (1) Teaching to other occupation to teaching, 177; (2) teaching to other to teaching to other, 35; (3) other to teaching to other, 66; (4) other to teaching to other to teaching, 31; (5) 2 or more positions held at the same time, 31.

changed occupation in the course of advanced study, and it is proper to hope that the training has resulted in a change for the better. Members who have not taught but have made other changes are in exactly the reverse position. It may well be that women in other occupations have found experience their best source of learning or that an additional A. B. or other type of training was necessary.[5] The number of women with a doctor's degree who had made occupational changes (144) is too small to yield significant differences. The largest number have shifted about in various employments, here classified as "other," and the second largest among various types of teaching. The list follows:

Total with doctor's degree reporting changes in occupation, 1925–35	144
Teaching to other	22
Other to teaching	24
Varied types of teaching	36
Never taught, other changes	23
Other	39

Marital status doubtless affected the occupational status of women in their last job. Also, it seems to have influenced changing of jobs and especially the reason for giving up employment outside the home. A somewhat larger proportion, 8 percent, of married women were working independently, as compared with 2 percent of single women. Of those who were widowed, separated, or divorced, the percent is 6, approaching more nearly the status of married women. Curiously enough, in the last job held the actual occupations of married women vary but little from those of single women. However, of those who were married, the proportion is somewhat larger in certain occupations, notably in sales, advertising and publishing executives, in editorial work, in research, and in social, health, and religious work. It is smaller among librarians, nurses, educational executives, and teachers. One may question whether exclusion of married women from schools and colleges or from libraries has taken place.[6]

REASONS FOR LEAVING JOBS

Why those reporting had left their positions at any time is of great importance. That 46 percent should not have given up a position at any time in the 10-year period may be significant, although no doubt many of them have held the job for a short time only. Personal reasons only far outweigh any other reason or combination of reasons, for each marital status. Thus, 74 percent of the entire group assigned a personal reason only, while among those married it is somewhat less than in other groups, 67 percent as compared with 75 and 76 percent. Even the total cases involving personal reasons where more than one reason is given show 70 percent by married women, 77 percent by single women, and 79 percent by those widowed, separated, or divorced. The next important explanation includes business with personal reasons, but by only 12 percent of the women, followed in order by

[5] See appendix table IV.
[6] See appendix table V.

business only, personal and reduction in force, reduction in force only, personal and reduction and business, and, finally, business and reduction in force. The difference in reason for surrendering or losing a position between one marital status and another is negligible, except that those involving reduction in force seem to affect the married women more seriously.[7]

TABLE IX.—*Reasons for leaving jobs, related to marital status*

Reasons for leaving jobs	Marital status							
	Total		Single		Married		Widowed, separated, and divorced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total [1]	4,168	100.0	3,289	100.0	706	100.0	173	100.0
Personal reasons only	3,070	73.7	2,465	74.9	473	67.0	132	76.3
Reduction in force only	95	2.3	51	1.6	41	5.8	3	1.7
Business conditions only	299	7.2	242	7.4	44	6.2	13	7.5
Personal and reduction in force	134	3.2	82	2.5	48	6.8	4	2.3
Personal and business	483	11.6	389	11.8	74	10.5	20	11.6
Personal, reduction, and business	57	1.4	39	1.2	18	2.5	------	------
Business conditions and reduction in force	30	.7	21	.6	8	1.1	1	.6
Total cases [2]	4,929	100.0	3,859	100.0	872	100.0	198	100.0
Involving personal reasons	3,744	76.0	2,975	77.1	613	70.3	156	78.8
Involving reduction in force	316	6.4	193	5.0	115	13.2	8	4.0
Involving business conditions	869	17.6	691	17.9	144	16.5	34	17.2

[1] Women not having left a position, 4,011. Of the 4,785 who had left a position, 613 did not report the reason, and of the 4,172 assigning a reason, 4 did not report marital status.
[2] In these groups many cases appear 2 or more times.

[7] See table IX.

VII. HIGHEST SALARIES RECEIVED, 1925–35, AND EARNINGS IN 1934

Analysis of earnings by any group of women who are employed outside the home involves so many factors that it becomes a difficult subject. Age, experience, preparation, and type of professional occupation all enter into consideration.

AGE AND EXPERIENCE AND EARNINGS IN 1934

However, age and experience have proven to be so closely related that age alone is here presented in relation to salary. For example, first, the number found with less than 6 years' experience corresponds very closely to that for 20 to 30 years of age; second, the number of those with 6 to 10 years' experience is fairly comparable to that for 30 to 40 years old; and third, the number with 10 or more years of experience follows closely that for 40 to 60 years of age and over. Furthermore, the number in the experience groups between 6 and 8 years is three-fourths of the number in the group 30 to 35 years of age, and in the experience group of 8 to 10 years it is very little greater than that for 35 to 40 years of age. This relation is more clearly seen in the accompanying list. It is not conclusive, but it is suggestive and permits the analysis of salary related to age as a basis of discussion. The analysis does not allow a study related to years of experience.

Experience related to age

Experience	*Number*	*Age*	*Number*
Under 5 years	1, 657	20, under 25 years	600
5, under 6 years	408	25, under 30 years	1, 414
Under 6 years	2, 065	20, under 30 years	2, 014
6, under 7 years	483		
7, under 8 years	546		
6, under 8 years	1, 029	30, under 35 years	1, 410
8, under 9 years	758		
9, under 10 years	660		
8, under 10 years	1, 418	35, under 40 years	1, 331
6, under 10 years	2, 447	30, under 40 years	2, 741
		40, under 45 years	1, 147
		45, under 50 years	955
		50, under 55 years	642
		55, under 60 years	434
		60 years and over	333
Entire 10-year period or more	3, 924	40 to 60 years and over	3, 511
Total [1]	8, 436	Total [2]	8, 266

[1] Not reporting experience, 34.
[2] Not reporting age, 390.

When age or experience is considered, the salaries are low. One may not expect the woman to earn a high salary in the first years of her experience and especially in those years under 25, when she probably had not had professional training. But that the greatest number and that one-half between the ages of 25 and 30 had been unable to secure more than $1,000 to $1,500 in 1934 seems serious. Even more serious are the modal and median salaries of those 35 to 40 years of age, namely, $1,500 to $2,000, and also that the mode and median do not go beyond $2,500 among those 40 to 60 years or more of age.[3]

TABLE X.—*Earnings in 1934, related to age* [1]

Age group	Number reporting	Salary range of—		
		Greatest concentration	Modal number	Median number
Total	7,566			
20, under 25 years	535	Less than $1,000	$500, less than $1,000	$500, less than $1,000.
25, under 30 years	1,276	$500, less than $1,500	$1,000, less than $1,500	$1,000, less than $1,500.
30, under 35 years	1,267	$1,000, less than $2,000	$1,000, less than $2,000	$1,000, less than $1,500.
35, under 40 years	1,213	$1,000, less than $2,500	$1,500, less than $2,000	$1,500, less than $2,000.
40 years and more	3,275	$1,500, less than $2,500	$1,500, less than $2,500	$2,000, less than $2,500.

[1] The total used is of those giving sufficient information. These figures include some women who also received compensation in addition to cash salary or in lieu of salary. Supplementary income, however, is not sufficient to invalidate conclusions.

HIGHEST SALARY, 1925 TO 1935, AND TRAINING

Certainly, in consideration of salary, the extent to which these women have carried on study beyond the bachelor's degree is of very great significance. The information following relates to the highest earnings reported during the 10-year period 1925 to 1935.

It must be remembered that of the 452 members holding a doctor's degree and reporting earnings, by far the largest number, 86 percent, had received the Ph. D. degree, and only 12 percent the M. D., while 9 members had been awarded a D. Sc., J. D., D. Ed., D. Litt., D. O., or LL. D.

The largest single group of those with the most advanced degree had attained a maximum of $2,000 and less than $3,000, that is, 37 percent, but 55 percent got $3,000 or more. The second largest group falls in the $3,000–$3,500 class, or 23 percent, and almost as many, 22 percent, were earning $4,000 or more. The Doctors of Medicine surpassed the Doctors of Philosophy in the maximum class of $4,000 or more, but they also had a larger proportion earning less than $2,000.[4]

Evidently training counts. Even though age is not here considered, the variation of salaries between those with a doctor's degree, a master's degree with additional training, a master's degree only, a bachelor's degree with additional training, and a bachelor's degree only, is significant. While 55 percent of the Doctors receive $3,000

[3] See table X.
[4] See table XI.

or more, only 20 percent of those with M. A. degrees and additional work get that amount, comparatively few, only 6 percent, of those with no advanced work attaining it. Again, it is the Masters having further study that reach $2,500 or more, 41 percent, the percent of the other three groups dropping precipitately. Indeed, 57 percent of the Bachelors with more work and 73 percent without it secure less than $2,000.[5]

Classifying by 500-dollar groups, the largest number of women, the modal group, appear in the following classes, each advancing with additional preparation:

A. B. only	$1,000 to $1,500
A. B. with added work	$1,500 to $2,000
M. A. only	$2,000 to $2,500
M. A. with added work	$2,000 to $2,500

The median falls, for each given class, as follows:

A. B. only and A. B. with added work	$1,500 to $2,000
M. A. only and M. A. with added work	$2,000 to $2,500

TABLE XI.—*Highest salary received by doctors, 1925–35*

Salary	Total		Ph. D.		M. D. and D. Sc., LL. D., J. D., D. Ed. D. Litt., D. O.
	Number	Percent	Number	Percent	Number
Total [1]	452	100.0	387	100.0	65
Under $2,000	36	8.0	23	5.9	13
$2,000, under $3,000	168	37.2	155	40.1	13
$3,000, under $3,500	104	23.0	95	24.5	9
$3,500, under $4,000	44	9.7	39	10.1	5
$4,000 and more [2]	100	22.1	75	19.4	25

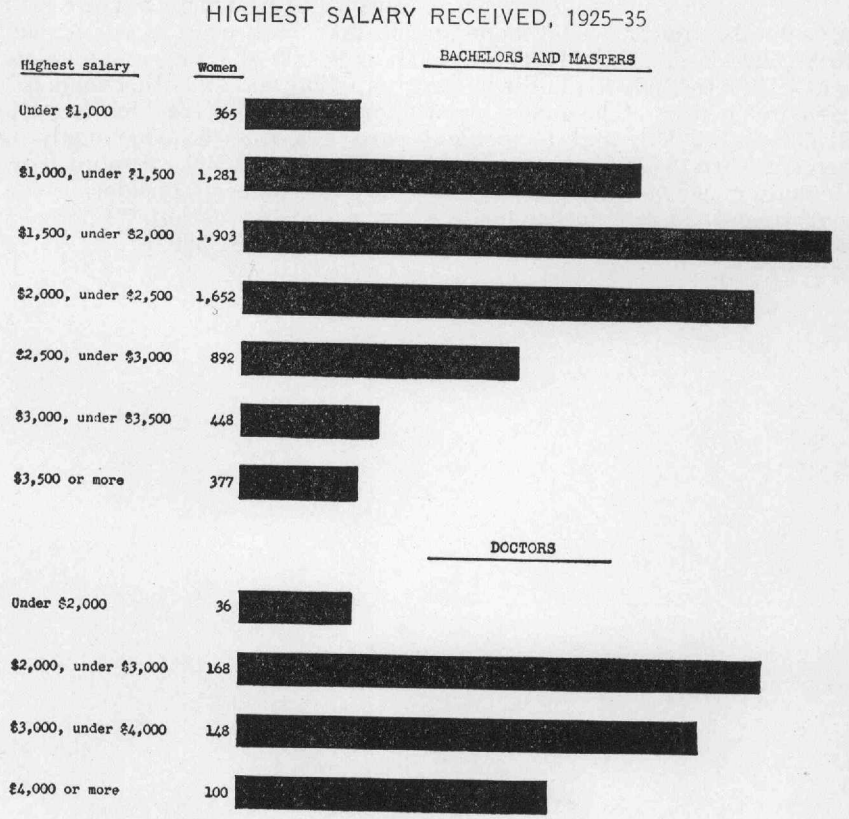
[1] Includes 8 receiving compensation in addition to cash; excludes 82 not reporting earnings and 11 with no full-time job.
[2] One M. D. reported $13,300 as received.

[5] See table XII.

TABLE XII.—*Highest salary received, 1925–35, related to degree and training, except doctors*

Earnings	Total [1]		One A. B. with no additional graduate work or training		One A. B. with additional graduate work or training, or more than one A. B.		One M. A. with no additional graduate work or training		One M. A. with additional graduate work or training, or more than one M. A.	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	6,918	100.0	1,417	100.0	2,760	100.0	1,208	100.0	1,533	100.0
Under $1,000	365	5.3	188	13.3	139	5.0	18	1.5	20	1.3
$1,000, under $1,500	1,281	18.5	451	31.8	603	21.8	128	10.6	99	6.5
$1,500, under $2,000	1,903	27.5	398	28.1	844	30.6	341	28.2	320	20.9
$2,000, under $2,500	1,652	23.9	212	15.0	601	21.8	368	30.5	471	30.7
$2,500, under $3,000	892	12.9	84	5.9	311	11.3	184	15.2	313	20.4
$3,000, under $3,500	448	6.5	37	2.6	130	4.7	90	7.5	191	12.5
$3,500 or more	377	5.4	47	3.3	132	4.8	79	6.5	119	7.8

[1] Includes 99 receiving compensation in addition to cash and 5 receiving compensation in lieu of salary. Excludes 1,153 not reporting salary and 180 with no full-time job.



HIGHEST SALARY, 1925 TO 1935, AND OCCUPATION

What is the *highest* salary our members have earned in the various occupations during the 10-year period? Here as elsewhere those who are in education, the largest group, may be studied together, and then those in other occupations. The former constitute 73 percent of those reporting, the latter 27 percent. In this connection, income other than salary is disregarded. It is not sufficient to invalidate conclusions here or elsewhere in the report.

IN EDUCATION

Naturally, executives in educational work attained higher salaries than teachers, the mode of the former falling at $3,000 or more, the median being in the $2,500 to $3,000 class. It was the executives in colleges that brought this figure up, 41 percent receiving $3,000 or more and 66 percent $2,500 or more; but in senior high schools the rating is also high. Elementary-school and other school executives drop to lower standing, the mode and median being $2,000 to $2,500 although a quarter attained $3,000 or more.[6]

Teachers in colleges approach executives in earnings, but are still considerably lower. The mode and median both drop to the $2,000 to $2,500 class. Only 19 percent attain $3,000 or more, and 21 percent $2,500 to $3,000. Those in the group, "normal and other schools" earn much less. The modal salary for high-school teachers is only $1,500 to $2,000, and 58 percent earn less than $2,000. Only 6 percent earn $3,000 or more and 17 percent $2,500 or more. In elementary schools the earnings are very low indeed, considering the investment the woman has made in her college education, 72 percent getting less than $2,000 and 49 percent less than $1,500.

[6] See table XIII.

TABLE XIII.—*Highest salary in 1925–35 reported by members, related to occupations in education* [1]

Type of school	Total [1]		Number and percent receiving—									
			Under $1,500		$1,500, under $2,000		$2,000, under $2,500		$2,500, under $3,000		$3,000 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total executives	1,063	100.0	74	7.0	173	16.3	251	23.6	213	20.0	352	33.1
Elementary	112	100.0	11	9.8	24	21.4	29	25.9	20	17.9	28	25.0
High school, junior and senior	278	100.0	26	9.4	58	20.9	65	23.4	53	19.1	76	27.3
College and administration	421	100.0	11	2.6	42	10.0	91	21.6	103	24.5	174	41.3
Normal and other	42	----------	8	----------	9	----------	14	----------	2	----------	9	----------
Not reporting type	210	100.0	18	8.6	40	19.0	52	24.8	35	16.7	65	31.0
Total teachers	4,227	100.0	1,054	24.9	1,206	28.5	1,076	25.5	548	13.0	343	8.1
Elementary	452	100.0	222	49.1	105	23.2	73	16.2	43	9.5	9	2.0
High school, junior and senior	1,919	100.0	495	25.8	616	32.1	481	25.1	222	11.6	105	5.5
College	905	100.0	56	6.2	183	20.2	304	33.6	190	21.0	172	19.0
Normal and other	72	----------	19	----------	22	----------	17	----------	6	----------	8	----------
Not reporting type	879	100.0	262	29.8	280	31.9	201	22.9	87	9.9	49	5.6

[1] Excludes 480 not reporting earnings, 43 with compensation in addition to salary, and 2 with compensation in lieu of salary.

IN OCCUPATIONS OTHER THAN EDUCATION

Occupations other than those in educational institutions vary exceedingly in financial remuneration. The best-paid groups seem to be in order of returns on the highest salary reported in the 10-year period: lawyers, independent business, personnel workers, and physicians and psychiatrists; that is, in those occupations from almost one-half to two-thirds earned $3,000 or more. Between 20 and 30 percent of the home economists, the sales and advertising group, the nurses, research workers, editorial workers, "other," and managers also attained $3,000 or more. For home economists the mode was $2,000 to $2,500; for editorial workers, librarians, managers, nurses, secretaries, and the social-worker group it was $1,500 to $2,000.

The group in which 50 percent or more earn less than $1,500 includes only clerical workers. Groups in which 50 percent earn less than $2,000 include also librarians, the social-worker group, the sales group, secretaries, and artists. It follows that 50 percent or more of all other groups had earnings of at least $2,000; four of them—personnel workers, physicians, lawyers, and those in independent business—had 50 percent or more at $2,500 and over, and the last two had at least 50 percent earning $3,000 and over.[7]

TABLE XIV.—*Highest salary in 1925–35 reported in occupations other than education*

Occupation	Total number[1]	Number receiving—					
		Under $1,000	$1,000, under $1,500	$1,500, under $2,000	$2,000, under $2,500	$2,500, under $3,000	$3,000 and more
For an employer	1,891	171	316	508	371	206	319
Artist	8	----------	2	3	2	1	----------
Clerical worker	169	56	49	48	9	5	2
Editorial worker	53	3	8	15	6	7	14
Home economist	184	4	19	36	52	34	39
Lawyer	6	----------	----------	----------	----------	2	4
Librarian	373	17	59	137	92	35	33
Manager	64	1	4	20	18	3	18
Nurse	44	1	4	13	10	6	10
Personnel worker	118	1	9	14	21	15	58
Physician, psychiatrist	44	2	5	5	4	7	21
Research worker	165	6	18	34	36	29	42
Sales, advertising and publishing executive	45	12	8	6	7	2	10
Secretary	261	38	72	75	36	22	18
Social, health, religious worker	313	25	56	92	72	30	38
Other	44	5	3	10	6	8	12
Independent business	72	7	8	5	6	5	41
Teacher	11	2	3	2	----------	1	3
Other professional	31	3	4	2	2	4	16
Other	30	2	1	1	4	----------	22

[1] Excludes 297 not reporting earnings, 63 with compensation in addition to salary, and 3 with compensation in lieu of salary. Supplementary income is not sufficient to invalidate conclusions.

[7] See table XIV.

EFFECT OF THE DEPRESSION

The depression seems to have hit our members, if it is sound to compare the highest salary reported with the salary in 1934. For example, the percent of all executives in education at the $3,000-and-more level was 14 points lower in 1934, and in colleges and administration it was 17 points less. Among the high-school executives, the percent earning less than $1,500 was greater by 12 points. But it was the group of normal and other schools where the penalty was heaviest, the percent of those earning less than $1,500 being larger, those in the $2,000 to $2,500 class being much smaller. Teachers seem to have had much the same serious experience as executives.

Of the members working for an employer but in occupations other than teaching, the percent earning $1,500 to $2,000 is only 5 points less in 1934 than of those with the highest salary reported. But the drop in number of those who had $2,000 or more in the 10-year period is terrific, being 40 points. The number who reported less than $1,500 as the highest salary received is almost doubled in 1934 and is almost 50 percent of the whole number. But of course those in independent business were most seriously affected, the percent earning $3,000 or more falling from 57 to 20, and the percent of those with income less than $1,500 increasing from 21 to 58.[8]

TEN-PERCENT INCREASE OR DECREASE IN 10-YEAR PERIOD RELATED TO AGE

Perhaps a study of fluctuation in salary during the 10-year period 1925–35 will give a better measure of the effects of the depression, especially when considered in relation to age and to advanced degree and training received.

The fluctuation in salary as related to age but disregarding the training received, as might be expected, affected most seriously the younger group, those under 30, and the older groups, where the largest proportion had no change or had decreases in earnings during those years.[9]

Apparently the largest proportion securing a 10-percent-or-more increase were in the group between 30 and 40 years of age, 54 percent. The next largest group were between 40 and 50 years old, 43 percent. Then came those under 30 and those between 50 and 55 years of age, 36 and 38 percent, respectively. Only a quarter of those between 55 and 60, and over 60, gained in salary to this extent.

On the other hand, naturally, the proportion in each age class experiencing the unfortunate decrease of 10 percent or more grew greater from the younger to the older groups, beginning with 17 percent, increasing to 36 percent of those 55 to 60 years of age, and dropping to 33 percent after 60 years. A small proportion in all groups met an increase or a decrease of less than 10 percent.

[8] Compare tables XIII and XIV with appendix tables VI and VII.
[9] See table XV.

TABLE XV.—*Fluctuation in salary, 1925–35, related to age*

Fluctuation, first to last salary, 1925–35	Total		Under 30 years		30, under 40 years		40, under 50 years		50 years and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting on fluctuation in salary[1]	6,711	100.0	1,656	100.0	2,329	100.0	1,701	100.0	1,025	100.0
Increase of 10 percent or more	2,929	43.6	598	36.1	1,268	54.4	738	43.4	325	31.7
Increase of less than 10 percent	559	8.3	132	8.0	194	8.3	164	9.6	69	6.7
No change	1,241	18.5	538	32.5	255	10.9	232	13.6	216	21.1
Decrease of less than 10 percent	517	7.7	101	6.1	172	7.4	157	9.2	87	8.5
Decrease of 10 percent or more	1,465	21.8	287	17.3	440	18.9	410	24.1	328	32.0

[1] Excludes 530 not reporting age, 184 with no full-time job, and 1,371 reporting salary on a different basis or had 2 jobs at the same time.

FLUCTUATION RELATED TO ADVANCED DEGREE

In the 10-year period, including the period of the depression, women with more advanced study more frequently tended to receive greater returns. A larger proportion of Doctors of Philosophy than of any other group, 60 percent, secured a 10-percent or higher increase in salary, while among all others it was 38 to 47 percent, the smallest group being Bachelors with no other training, and the largest group the M. D.'s. On the other hand, a loss was met by 19 to 27 percent of the women, the smallest group being those with least training and the largest group the Masters with additional training. Also it is the women with bachelor's degree only who met no change whatever, 28 percent, while a decrease of less than 10 percent affected all groups to a small degree, and without much variation between groups.[10]

TABLE XVI.—*Fluctuation in salary of doctors, 1925–35*

Fluctuation, first to last salary, 1925–35	Total		Ph. D.		M. D.	D. Sc., LL. D., J. D., D. Ed., D. Litt., D. O.
	Number	Percent	Number	Percent	Number	Number
Total reporting on fluctuation in salary[1]	422	100.0	359	100.0	54	9
Increase of 10 percent or more	245	58.1	215	59.9	26	4
Increase of less than 10 percent	23	5.5	19	5.3	4	----------
No change	50	11.8	37	10.3	12	1
Decrease of less than 10 percent	18	4.3	15	4.2	3	----------
Decrease of 10 percent or more	86	20.4	73	20.3	9	4

[1] Excludes 123 with no full-time job, whose salaries were on a different basis, or who held two positions at the same time.

[10] See tables XVI and XVII.

TABLE XVII.—*Fluctuation in salary, 1925–35, related to training (doctors excepted)*

Fluctuation, first to last salary, 1925–35	Total		One A. B. with no additional graduate work		A. B. with additional graduate work, or more than one A. B.		M. A. with no additional graduate work		M. A. with additional graduate work, or more than one M. A.	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting on fluctuation in salary[1]	6,679	100.0	1,424	100.0	2,669	100.0	1,153	100.0	1,433	100.0
Increase of 10 percent or more	2,814	42.1	545	38.3	1,116	41.8	543	47.1	610	42.6
Increase of less than 10 percent	563	8.4	122	8.6	229	8.6	101	8.8	111	7.7
No change	1,286	19.3	399	28.0	499	18.7	177	15.4	211	14.7
Decrease of less than 10 percent	526	7.9	92	6.5	236	8.8	90	7.8	108	7.6
Decrease of 10 percent or more	1,490	22.3	266	18.7	589	22.1	242	21.0	393	27.4

[1] Excludes 1,572 who had no full-time position, whose salaries were reported on a different basis, or who held 2 positions at the same time.

VIII. DEPENDENTS SUPPORTED, FULLY AND PARTIALLY

NUMBER OF DEPENDENTS AND DEGREE OF DEPENDENCY

Certainly a large number of our members are caring for one or more dependents; 41 percent—that is, 3,618 out of 8,796—reported that they had this obligation. And 36 percent of the total number indicated the extent of their responsibility. In many cases the woman was supporting entirely one or more persons. Thus, 36 percent of the 3,153 who indicated the extent of their responsibility took full care of one or more persons—22 percent of one and 9 percent of two dependents. Then, too, 53 women were wholly responsible for 3; 17, for 4; and 6, for 5 or more persons. However, the number of women who were partially supporting dependents was in every case about twice as great as the number with full responsibility, and the situation is furthermore complicated by the combination of full and partial responsibility, as seen from the following summary and text list:

1,364 women supported 1,364 dependents, of whom 450 were wholly dependent.
1,005 women supported 2,010 dependents, of whom 552 were wholly dependent.
393 women supported 1,179 dependents, of whom 283 were wholly dependent.
180 women supported 720 dependents, of whom 198 were wholly dependent.
211 women supported 1,055 or more dependents, of whom at least 111 were wholly dependent.

Extent to which women were supporting dependents in 1934

	Number of women	*Percent*
Total reporting number of dependents [1]	3, 153	100. 0
One dependent	1, 364	43. 3
Wholly dependent	450	14. 3
Partially dependent	914	29. 0
Two dependents	1, 005	31. 9
Both wholly dependent	202	6. 4
One wholly	148	4. 7
Neither wholly	655	20. 8
Three dependents	393	12. 5
All wholly dependent	38	1. 2
Two wholly	45	1. 4
One wholly	79	2. 5
None wholly	231	7. 3

[1]Excludes 465 who reported dependents but failed to indicate number.

Extent to which women were supporting dependents in 1934—Continued

	Number of women	*Percent*
Four dependents	180	5.7
All wholly dependent	17	.5
Three wholly	15	.5
Two wholly	33	1.0
One wholly	19	.6
None wholly	96	3.0
Five and more dependents	211	6.7
All wholly dependent	6	.2
Some wholly, some partially [2]	81	2.6
None wholly	124	3.9

It is very largely adults for whom these women were responsible, but 727, or 20 percent of those with dependents, reported that they were supporting children. Of the 709 reporting age of children, 54 percent were responsible only for children under 16 years of age; in 36 percent of the cases all of the children were 16 or older; in the remaining 10 percent the dependent children were both under and over 16. Where the woman cared for one child, it was under 16 in 66 percent of the cases; for two children, in 50 percent. Where she supported three or more children, their ages varied greatly.[3]

RESPONSIBILITY OF MARRIED WOMEN

One might assume that care of dependents rested chiefly upon married women, but this is not so. A little over three-fourths of those having this obligation were single. Also more than three-fourths of those supporting two persons were single. This proportion falls only to two-thirds where there were three or four dependents, and rises again for one and for five or more persons. Were those not living with husbands added, the proportions here given would be still higher.[4]

The percentage of married women among the persons supporting or sharing in the support of three or more persons is much higher than could be expected from the percent of married women in the entire group with dependents. Furthermore, of the women reporting number of dependents, 36 percent of the married women in contrast to 23 percent of those single and 24 percent of the other marital group had three or more dependents.

RESPONSIBILITY OF SINGLE WOMEN

Three-fifths of the single women with dependents maintain their own homes; only 40 percent live with their families. And this situation does not seem to be affected by the number being supported. As so many women are caring for adults, it is not surprising that the number of dependents is not much less among those living with their families than among those not living with them.[5]

[2] The degree of dependency was not tabulated for these 81.
[3] See table XVIII.
[4] See table XIX.
[5] See appendix table VIII.

TABLE XVIII.—*Responsibility of members for support of own children in 1934, related to age of children*

Age of children	Total		Women whose children were of given age having—					
			1 child		2 children		3 or more children	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total [1]	709	100.0	333	100.0	242	100.0	134	100.0
All 22 years and over	115	16.2	54	16.2	35	14.5	26	19.4
All 16 and under 22	95	13.4	59	17.7	32	13.2	4	3.0
All under 16	381	53.7	220	66.1	122	50.4	39	29.1
16 and under 22 and 22 and over	48	6.8			22	9.1	26	19.4
Under 16, 16 and under 22, 22 and over	70	9.9			31	12.8	39	29.1

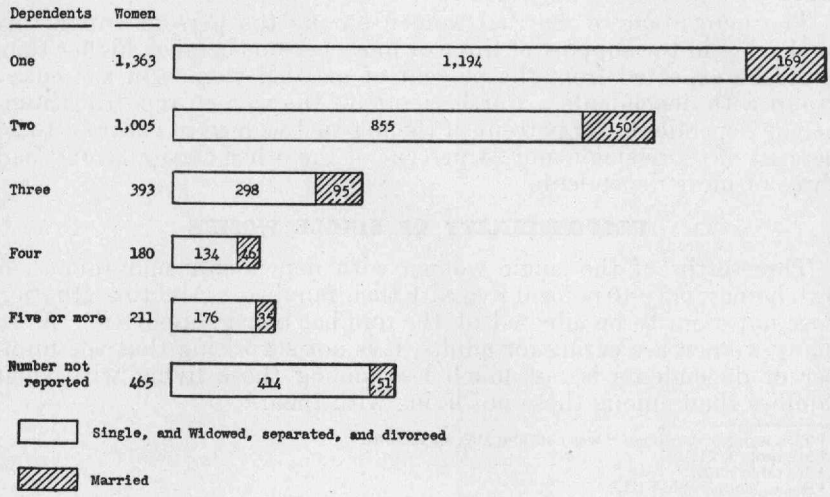
[1] Excludes 18 not reporting age of children.

TABLE XIX.—*Responsibility for dependents in 1934, related to marital status*

Number of dependents	Total		Women supporting given number of dependents who were—					
			Single		Married		Widowed, separated, and divorced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total with dependents [1]	3,617	100.0	2,799	77.4	546	15.1	272	7.5
One dependent	1,363	100.0	1,099	80.6	169	12.4	95	7.0
Two dependents	1,005	100.0	766	76.2	150	14.9	89	8.9
Three dependents	393	100.0	263	66.9	95	24.2	35	8.9
Four dependents	180	100.0	120	66.7	46	25.6	14	7.8
Five or more dependents	211	100.0	167	79.1	35	16.6	9	4.3
Not reporting number	465	100.0	384	82.6	51	11.0	30	6.5

[1] Excludes 1 woman who reported number of dependents but did not report marital status.

DEPENDENTS AND MARITAL STATUS OF WOMEN



INCOME OF WOMEN RESPONSIBLE FOR DEPENDENTS

The women meeting this responsibility have small incomes. Of the 3,249 who reported care of dependents, almost one-quarter are earning less than $1,500, almost one-half less than $2,000, and slightly over two-thirds less than $2,500. The proportions run almost as above for those supporting one person; they are a little higher for those with two. In the following summary the income is seen to be a little higher among women caring for three or more dependents, but still very low considering the burden, thus:

Number of dependents	Percent of women earning—		
	Less than $1,500	Less than $2,000	Less than $2,500
One dependent	24.7	49.6	69.0
Two dependents	27.0	51.6	70.6
Three dependents	25.3	41.4	60.6
Four dependents	21.3	40.7	62.0
Five or more dependents	20.1	44.4	61.4

However, the picture is not quite so drab as it seems. It is difficult to discover to what extent the responsibility is lessened by the woman's not having to meet the full burden for some of those dependent upon her. A much larger proportion in each salary group and in each group indicating the number of dependents were giving partial rather than whole support, especially among those with lower salaries.[6] Nevertheless, the responsibility is there.

[6] See appendix table IX. While supplementary income is omitted, it is not sufficient to invalidate conclusions.

IX. DISCRIMINATION WOMEN HAVE SUFFERED AND THE CAUSES ASSIGNED

About one-third of the total number of women considered in this study claimed that between 1929 and 1935 they had been discriminated against, either in relation to salary or in relation to the jobs they could get or could hold. But a little over one-fourth again as many cases of discrimination were reported, indeed sometimes more than two by an individual. Hence the following discussion applies not only to 3,061 women but also to 3,880 occasions of unfair treatment.

CAUSES AND RESULTS OF DISCRIMINATION

The causes of discrimination fall into four groups. By far the greatest proportion, about 60 percent both of individuals and of cases, were due to sex; the second largest, to marital status; the third, to youth; and the fourth, to advanced age, as indicated in the following table:

TABLE XX.—*Causes of discrimination, 1929–35, related to persons and the instances cited*

Causes of discrimination	Women		Discriminations[1]	
	Number	Percent	Number	Percent
Total[1]	3,061	100.0	3,880	100.0
Sex	1,841	60.1	2,476	63.8
Marital status	576	18.8	673	17.3
Youth	412	13.5	491	12.7
Advanced age	232	7.6	240	6.2

[1] Excludes 144 discriminations with result not reported.

Six types of discrimination are indicated, namely (1) smaller beginning salary, (2) reduction in salary or demotion in duties, (3) restriction in promotion, (4) loss of job, (5) refusal of job, and (6) other results.

The largest number of all cases of discrimination, 26 percent, applied to the beginning salary. This might well be expected in the years 1929–35, the time being one-half of the period of the great depression. Next came, about equally, refusal of job, salary reduction or demotion, and restricted promotion, 22 percent, 21 percent, and 19 percent, respectively. Then, to a much smaller degree, loss of job, 7 percent. Unclassified were 5 percent of the cases.

DISCRIMINATION BECAUSE OF SEX

That 57 percent of the cases reported by women who believed they had been penalized *because of sex* involved a smaller first salary, a reduction in earnings, or a demotion is surprising; but when to that number are added the 23 percent where promotion had been restricted—that is, 80 percent causing reduced incomes—it is disturbing. And another 15 percent meant loss of all income through dismissal from a job or refusal of a job. Five percent more instances of discrimination occurred, classified as "other." The effect was about the same for women who were employed full time on December 31, 1934, as for the whole number; but, as might be expected, those occupied part time and those unemployed, whether for one or more years, suffered more instances of refusal of a job than those employed.[1]

TABLE XXI.—*Discrimination because of sex, 1929–35, and its results, related to employment, December 31, 1934*

Results since 1929	Total		Employed Dec. 31, 1934					
			Total		Full time		Part time	Not reporting time
	Number	Percent	Number	Percent	Number	Percent	Number	Number
Total reporting discrimination	1,841	100.0	1,707	92.7	1,619	87.9	75	13
Total reporting results	1,770	100.0	1,643	92.8	1,560	88.1	70	13
Total discriminations reported [1]	2,476	100.0	2,298	100.0	2,167	100.0	109	22
Smaller beginning salary	781	31.5	747	32.5	722	33.3	18	7
Salary reduction, demotion	641	25.9	620	27.0	596	27.5	20	4
Restricted promotion	563	22.7	541	23.5	517	23.9	20	4
Loss of job	85	3.4	59	2.6	45	2.1	12	2
Refusal of job	282	11.4	212	9.2	176	8.1	34	2
Other	124	5.0	119	5.2	111	5.1	5	3

Results since 1929	Unemployed Dec. 31, 1934					
	Total		Under 1 year	1, under 3 years	3 years and more	Not reporting time
	Number	Percent	Number	Number	Number	Number
Total reporting discrimination	134	7.3	43	27	48	16
Total reporting results	127	7.2	41	25	45	16
Total discriminations reported [1]	178	100.0	64	38	56	20
Smaller beginning salary	34	19.1	14	7	10	3
Salary reduction, demotion	21	11.8	9	4	4	4
Restricted promotion	22	12.4	9	6	5	2
Loss of job	26	14.6	9	6	8	3
Refusal of job [2]	70	39.3	21	13	28	8
Other	5	2.8	2	2	1	-------

[1] Some women reported more than one result. Excludes 71 with result of discrimination not reported.
[2] Unemployed 9 years, 2.

[1] See table XXI.

A larger proportion of cases cited where occupation was changed during the 10-year period was due to beginning with a smaller salary because they were women than those continuing in the same position, the percentage being 34 for the former and 30 for the latter. Of the entire number of instances involving a change, 74 percent had a smaller beginning salary, a salary reduction, or met with demotion or restricted promotion, as compared with 83 percent of those not changing. That is, women who had not changed occupations tended to start with lower salaries and also to suffer reductions or restricted promotions. Women who were in occupations other than teaching and then entered that field, and those who had never taught but had other changes, although few in number, had suffered even more from discriminations that affected income—77 percent; and this percent seems to hold roughly for other phases of change, whether among teachers or those not having taught. The next largest difficulty in all groups reporting a change was that of refusal of a job, about the same proportion throughout, 17 percent.[2]

DISCRIMINATION BECAUSE OF MARITAL STATUS

About a third as many women felt that marriage had been a handicap as those that claimed sex as the restraining factor. But as all of our 8,796 members reporting are women and therefore subject to discrimination because of sex, and only *13 percent* are married, this comparison certainly reveals an ominous situation. That is, 21 percent of the entire group reported discrimination because of sex, and 50 percent of the married women because of marital status. However, 673 cases of discrimination due to marital status were reported. Here it is refusal of job that comprised the largest number, 37 percent, and the next most serious result was loss of job, 23 percent—that is, exclusion from work appeared in 60 percent of the cases, as compared with 15 percent of discriminations being based on sex.

It was not less salary but no salary at all in 406 instances among married women—213 of them among women unemployed at the close of 1934. But, whether holding a job or not at that time, very large proportions of the cases reported were loss or refusal of work due to marital status; in fact, of the 239 cases reported by women unemployed at the time of the return, 89 percent were of these types. When once on the job, apparently, the married woman tends to hold her own, although it should be noted that 45 percent of the discriminations reported by employed women had been in the form of loss or refusal of work. Among these women, 27 percent of the restrictions came in form of smaller beginning salary, demotion, or restricted promotion, but 16 percent were of earnings reduced. The proportion of salary limitations among those unemployed is very small, only 9 percent, but that means that 89 percent had comprised loss or refusal of job.[3]

Furthermore, one-third of the married women changed their jobs during the 10-year period, either within the teaching profession or to

[2] See appendix table X.
[3] See table XXII.

other jobs or from them. Again, the changes in occupation indicated the result of discrimination as being very largely failure to have any job at all, 65 percent, as compared with 56 percent where the woman had remained in the same type of work. And changes, whether within the teaching profession or not, had largely this result.[4]

TABLE XXII.—*Discrimination because of marital status, 1929–35, and its results, related to employment, December 31, 1934*

Results since 1929	Total		Employed Dec. 31, 1934					
			Total		Full time		Part time	Not reporting time
	Number	Percent	Number	Percent	Number	Percent	Number	Number
Total reporting discrimination	576	100.0	368	63.9	278	48.3	84	6
Total reporting results	542	100.0	342	63.1	256	47.2	80	6
Total discriminations reported [1]	673	100.0	434	100.0	330	100.0	97	7
Smaller beginning salary	47	7.0	41	9.4	36	10.9	5	-------
Salary reduction	77	11.4	69	15.9	54	16.4	14	1
Demotion in duties	19	2.8	18	4.1	14	4.2	4	-------
Restricted promotion	66	9.8	59	13.6	55	16.7	4	-------
Loss of job	157	23.3	69	15.9	45	13.6	23	1
Refusal of job	249	37.0	124	28.6	81	24.5	39	4
Other	58	8.6	54	12.4	45	13.6	8	1

Results since 1929	Unemployed Dec. 31, 1934					
	Total		Under 1 year	1 year, under 3 years	3 years and more	Not reporting time
	Number	Percent	Number	Number	Number	Number
Total reporting discrimination	208	36.1	38	60	90	20
Total reporting results	200	36.9	37	58	87	18
Total discriminations reported	239	100.0	45	74	100	20
Smaller beginning salary	6	2.5	3	2	1	-------
Salary reduction	8	3.3	-------	3	3	2
Demotion in duties	1	.4	-------	1	-------	-------
Restricted promotion	7	2.9	2	2	3	-------
Loss of job	88	36.8	26	35	23	4
Refusal of job	125	52.3	13	30	68	14
Other	4	1.7	1	1	2	-------

[1] Some women reported more than one result. Excludes 34 with results of discrimination not reported.

DISCRIMINATION BECAUSE OF ADVANCED AGE

Two hundred and thirteen of the older women met somewhat the same difficulties as did those that were married. Of the discriminations because of advanced age, 57 percent had caused loss of job or failure to get a job. Indeed, in 53 percent of the instances a job had actually been refused because of age.

[4] See appendix table X.

Discrimination because of advanced age, 1929–35, and its results

Results since 1929	*Total* *Number*	*Total* *Percent*
Total reporting discrimination	232	
Total reporting results	213	
Total discriminations reported [5]	240	100.0
Smaller beginning salary	12	5.0
Salary reduction, demotion	31	12.9
Restricted promotion	40	16.7
Loss of job	10	4.2
Refusal of job	126	52.5
Other	21	8.7

As might be expected, women who were employed at the time of the report had suffered somewhat less, but still 51 percent of the difficulties had been due to similar problems and 49 percent had resulted in refusal of opportunity to earn a living. Among those unemployed on that date, three-fourths of the discriminations had meant that the job was refused and 86 percent that the job was lost or refused.[6]

It is to be expected that the woman of advanced age who, in the 10-year period, changed her occupation would meet difficulties. Two-thirds of the results had been refusal of a job. But, what seems extraordinary, 20 percent of the instances had been salary reduction, demotion, or restricted promotion. Even those who did not change their type of profession felt their disadvantages, a job being refused or taken away in 51 percent of the cases and discriminations affecting salary in 40 percent.[7]

DISCRIMINATION BECAUSE OF YOUTH

Certainly, men encounter discrimination because of advanced age as well as youth, but no figures for comparison are available. The definition of "youth" as here employed is not clear. In seeking information with regard to discrimination because of youth, the questionnaire used the term "because you were too young." Manifestly, it would have been difficult to be more specific. The age groups used were in 5-year intervals from 20 to 35, and 35 and over. The percents under 25 and under 30 years of all our members who were under 35 on December 31, 1934, and the corresponding percents among those claiming discrimination in 1929–35 because of youth, follow:

Age group	*Percent of members under 35 years of age—* *Of all reporting in this study*	*Of all claiming discrimination because of youth*
Under 25 years	17.5	39.8
Under 30 years	58.8	88.9
Under 35 years	100.0	100.0

[5] A number of women reported more than one result. Excludes 19 with result of discrimination not reported.
[6] See appendix table XI.
[7] See appendix table XII.

The number reporting discrimination because of youth was 412. However, only 58 of the 412 were 30 years old or more on December 31, 1934.[8] As might be expected, about one-third, 32 percent, of all instances cited indicated a smaller beginning salary than legitimate because of youth; 39 percent, refusal of a job; and 17 percent, restricted promotion. The other effects were inconsiderable, as seen below.

Discrimination because of youth, 1929–35, and its results

Results since 1929	*Total*	
	Number	*Percent*
Total reporting discrimination	412	
Total reporting results	392	
Total discriminations reported [9]	491	100.0
Smaller beginning salary	159	32.4
Salary reduction, demotion	37	7.5
Restricted promotion	81	16.5
Loss of job	14	2.9
Refusal of job	191	38.9
Other	9	1.8

Those under 25 years of age considered the restrictions on beginning salary and refusal of job most important—36 and 46 percent of incidents, respectively; but those 25 to 30 years old stressed restricted promotion, 18 percent, and lessened the emphasis on beginning salary, 33 percent, and refusal of job, 36 percent. In the later age groups, 30 to 35 and older, restricted promotion became even more significant.[10]

Almost all of the 412 stated that they were employed on December 31, 1934, 91 percent, and only 41 of the 491 discriminations were reported by women who were at that time unemployed. Furthermore, only 26 were by those working part time. Considering the 421 who reported full time, the results were largely, and almost as above, a smaller salary at first, 34 percent, and refusal of a job, 35 percent, while restriction on promotion was claimed in 18 percent of the cases. Refusal of a job rather than a smaller beginning salary became much more frequent among those unemployed, 27 of the 41 instances.[11]

It is surprising to find such an amount of change in occupation in this group of young women, 37 percent of the 390 reporting. The result of discrimination for those not changing, of cases cited, was a smaller beginning salary, 36 percent, refusal of job, 34 percent, and restriction in promotion, 17 percent, as given in the following list.

[8] Nineteen did not report age, but distributing this number in proportion as reported would not increase this number over 30 to more than 61.
[9] Many women reported more than one result. Excludes 20 with result of discrimination not reported.
[10] See appendix table XIII.
[11] See appendix table XI.

Discrimination because of youth 1929–35, and its results, related to change in occupation 1925–35

Results since 1929	Cases of no change	
	Number	Percent
Total reporting discrimination	244	62. 6
Total reporting results	230	61. 5
Total discriminations reported [12]	280	100. 0
Smaller beginning salary	102	36. 4
Salary reduction, demotion	23	8. 2
Restricted promotion	47	16. 8
Loss of job	7	2. 5
Refusal of job	96	34. 3
Other	5	1. 8

Among those who did transfer from one type of position to another, a larger number of cases met refusal of job, 46 percent, reducing the proportion with smaller first salary to 26 percent. This was apparent especially in the emphasis on refusal of a job where the women had changed from teaching to another occupation, while shifting from one type of teaching to another increased the proportion of discriminations resulting in a smaller beginning salary, or restricted promotion or salary reduction, and refusal of work was not so frequent as in the preceding cases. Among those who had always been in other types of work, the emphasis was on refusal, smaller beginning salary, and restricted promotion.

SUMMARY

About one-third, or 3,061, of the women reporting in this study indicated that they had met with discriminations. They reported 4,024 discriminations, some indicating more than one occasion.

The difficulties met between 1929 and 1935 are classified as (1) smaller beginning salary, 26 percent, (2) refusal of a job, 22 percent, (3) reduction in salary or demotion in duties, 21 percent, (4) restriction in promotion, 19 percent, (5) loss of job, 7 percent, and (6) other difficulties, 5 percent.

The causes of discrimination, as classified in the questionnaire, were (1) sex, 64 percent, (2) marital status, 17 percent, (3) youth, 13 percent, (4) advanced age, 6 percent.

Discrimination because of sex resulted very largely—that is, in 80 percent of the cases—in reduced incomes, i. e., smaller initial salary, reduction in salary, demotion in duties, or restricted promotion. Women employed part time on December 31, 1934, and those unemployed on that date suffered more instances of refusal of a job than those employed full time.

One-half of those who were married reported discrimination. The effects, however, were quite different from those indicated where sex was the cause. In 60 percent of the cases it meant the refusal of a job or loss of a job; that is, no salary rather than lower salary. Over

[12] Some women reported more than one result. Excludes 14 with result of discrimination not reported.

one-third of the women discriminated against because they were married were unemployed on the given date.

The women of advanced age, like the married women, suffered heavily by refusal of a job, but the proportion deprived of the job they held was small. Much larger proportions of the unemployed older women had experienced discriminations of these types.

For youth, on the other hand, the discriminations caused refusal of work, lower returns than normal in the first job, or restricted promotion.

APPENDIX

Form of Questionnaire

List of Colleges and Universities

General Tables

APPENDIX A

(Page 1)

UNITED STATES WOMEN'S BUREAU
DEPARTMENT OF LABOR
WASHINGTON

In cooperation with the

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

Questionnaire on the Economic Status of Women

[Submitted by the National Committee on the Economic and Legal Status of Women, American Association of University Women, and by the Women's Bureau of the United States Department of Labor, for the purpose of discovering the changing economic status and occupational opportunities and the responsibility for dependents of women in professions and business as revealed during the course of the depression]

TO THE MEMBERS OF THE ASSOCIATION:

The committee seeks the cooperation of every national member of the association in filling out the questionnaire, in order that the study may become of value to college women.

If you are now employed, or are in business for yourself, or under usual opportunities probably would be employed, you can help to make this survey a success by answering every question carefully. Be sure to answer page 4, and note instructions carefully.

Do not sign this questionnaire. No names of individuals will be recorded or used in connection with the study. Enclose it in a plain envelope, seal, and return to your chairman.

MARY ANDERSON,
Director, Women's Bureau, U. S. Department of Labor.
SUSAN M. KINGSBURY,
Chairman of the A. A. U. W. Committee on the Economic and Legal Status of Women.

ELIZABETH BRANDEIS.
SOPHONISBA BRECKINRIDGE.
LILLIAN M. GILBRETH.
PAULINE GOLDMARK.
DOROTHY KENYON.
IVA L. PETERS.
KATHRYN MCHALE, ex officio.

JANUARY 15, 1935.

QUESTIONNAIRE

Date _____

A. PERSONAL DATA

1. Address: City or town _____ State _____
2. Do you live with your family? _____ Or independently? _____
3. Date of birth _____
4. (*a*) Are you single? _____ Married? _____ Widowed? _____
   Separated or divorced? _____
   (*b*) Date of marriage _____
   (*c*) Date widowed, separated, or divorced _____
5. (*a*) Have you had any children? Yes _____ No _____
   How many? _____
   (*b*) How many are living? _____
   Give sex and date of birth of each living child _____
   _____
6. Education:
   (*a*) College _____ Degree_____ Date_____ Major_____
   (*b*) University _____ Advanced degree_____ Date_____ Subject_____
   (*c*) Professional school _____ Degree_____ Dates_____
   (*d*) Technical school _____ Certificate____ Dates_____
   (*e*) Special additional training (describe) _____

[PAGE 2]

B. FINANCIAL STATUS AND RESPONSIBILITY

1. (*a*) Are you employed full time? _____ or part time? _____ or unemployed? _____
   (*b*) Do you work for an employer? _____ or are you in independent profession or business? _____
   (*c*) If employed, do you regard your position as reasonably permanent? _____ or obviously of temporary character? _____
2. (*a*) Were you wholly self-supporting before 1930? Yes _____ No _____
   (*b*) Were you during the past year? Yes _____ No _____
   (*c*) Have you ever been self-supporting? Yes _____ No _____
3. State total amount received, January 1 to December 31, 1934, as salary _____ commission _____or net earnings from independent profession or business _____
4. State amount of income from other sources for same period: (*a*) Investments _____ (*b*) Husband's salary _____ (*c*) Fees from activities not connected with regular occupation _____ (*d*) Other (specify source and amount) _____
5. (*a*) Do you have any dependents? Yes _____ No _____
   (*b*) How many are dependent on you for full support? _____ Partial support? _____

6. Enter numbers in following table to indicate to what extent others have been dependent on you for support.

Calendar year	Total amounts expended (insert (e) after amount if an estimate)	Number of own children								Number of other persons							
		Under 22 years of age				22 years of age or over				Under 22 years of age				22 years of age or over			
		Full support		Partial support		Full support		Partial support		Full support		Partial support		Full support		Partial support	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1934																	
1933																	
1932																	
1931																	
1930																	
1929																	
1928																	
1927																	
1926																	
1925																	

7. (*a*) Are any of your dependents in college? Yes _____ No _____
   (*b*) How many such receiving full support? Males _____ Females _____
   (*c*) How many receiving partial support? Males _____ Females _____

C. EMPLOYMENT STATUS

1. (*a*) Were you employed January 1, 1925? Yes _____ No _____ If not, were you able to work and desirous of work? Yes _____ No _____
   (*b*) Was the work for an employer? _____ or your independent profession or business? _____
   (*c*) How many years of experience did you have before January 1, 1925? _____

[PAGE 3]

   (*d*) How many years did you work for an employer? _____
   How many in independent business? _____
   (*e*) How many positions did you have in those years? _____
   How many were for an employer? _____
2. If at present unemployed or "temporarily" employed, give the following information:
   (*a*) If you are unemployed, why? (See list 3, p. 4) _____
   (*b*) Name of last "permanent" position. (See list 1, and col. 4, p. 4) _____
   (*c*) Reason for leaving last "permanent" position. (See list 2, p. 4) _____
   (*d*) Date _____
   (*e*) Have earnings from "temporary" employment been adequate for your customary standard of living? Yes _____ No _____ For necessities? Yes _____ No _____

(*f*) What resources have you drawn on or what other help have you had since your last "permanent" position? (Use the following categories if they apply, or indicate others specifically: Investments, Savings account, Sale of securities, Borrowing on insurance policy, Mortgages, Unemployment benefits, Loans from banks or other organizations, Credit unions, Friends or relatives.)_____

_____

(*g*) What cuts in expenditure have you found necessary because of reduced income? (Use the following categories if they apply, or indicate others specifically: Housing, Maid service, Food, Personal service, Dress, Travel, Education, Clubs, Medical and dental care, Church and charities, Books and periodicals, Theater, concerts, or movies, Savings.) _____

_____

(*h*) Has your financial responsibility for others shifted to someone else while you have been unemployed? No _____ Yes _____ In full? _____ In part? _____

(*i*) What has been the most serious result of your unemployment? _____

_____

3. (*a*) Have you met with discrimination since 1929 because you were a woman? Yes _____ No _____

(*b*) Has this discrimination resulted in (1) Smaller beginning salary? _____ (2) Reduced salary? _____ (3) Demotion in duties? _____ (4) Restricted promotion? _____ (5) Loss of job? _____ (6) Refusal of job? _____ (7) Other? _____

4. (*a*) Have you met with discrimination since 1929 because of your marital status? Yes _____ No _____

(*b*) Has this discrimination resulted in (1) Smaller beginning salary? _____ (2) Reduced salary? _____ (3) Demotion in duties? _____ (4) Restricted promotion? _____ (5) Loss of job? _____ (6) Refusal of job? _____ (7) Other? _____

5. (*a*) Have you met with discrimination since 1929 because you were too young? Yes _____ No _____ Or too old? Yes _____ No _____

(*b*) Has this discrimination resulted in (1) Smaller beginning salary? _____ (2) Reduced salary? _____ (3) Demotion in duties? _____ (4) Restricted promotion? _____ (5) Loss of job? _____ (6) Refusal of job? _____ (7) Other? _____

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D. OCCUPATIONAL HISTORY

It is necessary to have the following information on your occupational experience for the 10 years beginning January 1, 1925, and ending December 31, 1934, both from women steadily employed and also from those out of work:

(1) Date entering position [1] (Mo.-Yr.)	(2) Date leaving position (Mo.-Yr.)	(3) Type or title of position (select from list 1)	(4) Nature of business or profession (store, bank, college, primary school, hospital, welfare society, settlement)	(5) Yearly salary or earnings from this position [2]	(6) Full or part time [3]	(7) Reason for leaving (select from list 2)	(8) Number of months unemployed	(9) Cause of delayed reemployment (select from list 3)

LIST 1

Enter number in column 3 indicating type of position which applies in your case.[4] Indicate if independent business by letters I. B.

1. Artist, designer, worker in museum.
2. Clerical worker.
3. Department manager, commercial.
4. Editorial executive.
5. Editorial worker.
6. Executive, commercial.
7. Home-economics specialist.
8. Household management.
9. Lawyer or lawyer's clerk.
10. Librarian.
11. Musician, actress.
12. Nurse, supervisor.
13. Nurse, not supervisor.
14. Office manager or supervisor.
15. Personnel.
16. Physician, psychiatrist.
17. Research or other scientific worker.
18. Sales, advertising, and publishing, executive.
19. Sales, advertising, publishing, not executive.
20. Secretary.
21. Worker in social, health, or religious organization.
22. Teacher, executive.
23. Teacher, not executive.
24. Telegraph or telephone operator.
25. Other (specify).

LIST 2

Enter number in column 7 indicating reason which applies in your case.

Lost position because of—
1. Dissolving of business.
2. Merger or change of management.
3. Department or job discontinued.

Reduction in force: laid off because of—
4. Marital status.
5. Age.
6. Shortness of service.
7. Other (specify).

Withdrew because of—
8. Inadequate payment.
9. Reduction in pay.
10. Lack of advancement.
11. Better opportunity.
12. Marriage.
13. Pregnancy.
14. Young children.
15. Other personal reasons.

LIST 3

Enter number in column 9 indicating cause which applies in your case.

1. Suitable position not available.
2. No work available in own special field.
3. Further education.
4. Illness of self.
5. Desire for leisure.
6. Marriage.
7. Care of children.
8. Other home duties.

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[1] Count as a new position one after a period of unemployment, even if it means a return to a former position. (Exception, school teacher on summer vacation, etc.)
[2] If change in salary, give first and last salary in this position.
[3] Part time is a few hours each day, or 2 or 3 days a week.
[4] Classification of type of position through the courtesy of the American Woman's Association.

TABLE I.—*Colleges and universities from which respondents received graduate degrees*

Name of school	Number of women reporting
Total reporting graduate degree	3,646
Total reporting institution	3,484
Columbia University [1]	706
Teachers College (Columbia University)	330
University of Chicago	257
University of Wisconsin	139
University of Michigan	118
University of California	103
Stanford University	73
University of Texas	66
University of Illinois	58
University of Missouri	53
University of Minnesota	52
University of Pennsylvania	49
Cornell University	46
Ohio State University	45
Indiana University	42
University of Nebraska	40
Northwestern University	36
Radcliffe College	35
Yale University	35
University of Washington	35
Iowa State College of Agriculture	33
University of Colorado	31
New York University	31
University of Kansas	30
University of Pittsburgh	25
Boston University	25
Brown University	23
George Washington University	21
Syracuse University	21
University of Denver	21
Washington University (St. Louis)	20
Harvard University	19
Bryn Mawr College	19
University of Cincinnati	19
University of North Carolina	19
Johns Hopkins University	17
University of Iowa	15
Kansas State College	14
Clark University	13
George Peabody College	13
University of Oregon	12
Colorado State Teachers College	11
Rutgers University	11
Western Reserve University	10
Indiana State Teachers College	9
Tulane University	9
University of Southern California	9
University of Oklahoma	8
Southern Methodist University	7
University of Virginia	7
Duke University	6
Pennsylvania State College	6
New Jersey College for Women	5
University of Hawaii	5
University of South Dakota	5
Wellesley College	5
Bucknell University	4
Montana State University	4
Ohio Wesleyan University	4
University of Alabama	4

[1] Exclusive of Teachers College.

TABLE I.—*Colleges and universities from which respondents received graduate degrees*—Continued

Name of school	Number of women reporting	Name of school	Number of women reporting
University of Maine	4	DePauw University	1
University of North Dakota	4	Florida State College for Women	1
Vanderbilt University	4	Fordham University	1
Women's College of the University of North Carolina	4	Grove City College	1
Cornell College	3	Hunter College	1
Dickinson College	3	Illinois College	1
Louisiana State University	3	Kansas State Teachers College	1
New York State College for Teachers	3	Knox College	1
Pomona College	3	Lawrence College	1
Purdue University	3	McGill University	1
University of Buffalo	3	Miami University	1
University of New Mexico	3	Mississippi State College	1
University of Rochester	3	St. Lawrence University	1
Bates College	2	Simmons College	1
Michigan State College of Agriculture and Applied Science	2	Smith College	1
Montana State College	2	State University of Ohio	1
Oberlin College	2	State College of Washington	1
Oregon State College of Agriculture	2	Texas State College for Women	1
University of Arkansas	2	Transylvania College	1
University of California at Los Angeles	2	University of Akron	1
University of Mississippi	2	University of Georgia	1
University of Tennessee	2	University of Kentucky	1
Wittenburg College	2	University of Maryland	1
Allegheny College	1	University of New Hampshire	1
Baylor College	1	University of Vermont	1
Carleton College	1	University of Wyoming	1
Carnegie Institute of Technology	1	Vassar College	1
College of William and Mary	1	Winthrop College	1
Colorado College	1	Other colleges and universities (including foreign) not on A. A. U. W. list.	498
Denison University	1	Not reported	162

TABLE II.—*Unemployment, Dec. 31, 1934, related to occupation and reason for leaving last job*

Occupation	All women	Number reporting unemployment voluntary			Number reporting unemployment involuntary			
		Total	Personal reasons	Reasons related to job	Total	Reduction in force because of—		
						Marriage or age	Short service or other	Change in status of business
Total unemployed [1]	415	238	205	33	177	58	31	88
Occupation total	412	235	202	33	177	58	31	88
For an employer	404	231	200	31	173	58	31	84
Teacher, not executive	211	130	116	14	81	46	12	23
Teacher, executive	46	28	24	4	18	6	2	10
Clerical worker	24	12	7	5	12		3	9
Secretary	20	13	10	3	7		3	4
All others	103	48	43	5	55	6	11	38
Independently employed	8	4	2	2	4			4

[1] Of 523 women reporting that they were unemployed Dec. 31, 1934, 111 did not report the reason for leaving their last job. Of these, 108 did not report occupation.

TABLE III.—*Unemployment, Dec. 31, 1934, related to years of experience*

Years of experience prior to Dec. 31, 1934	All women		Employed						Unemployed				
			Total		Full time		Part time		Total		Less than 1 year	1, less than 3 years	3 years and over
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Number	Number
Total [1]	8,320	100.0	7,915	100.0	7,601	100.0	314	100.0	405	100.0	129	117	159
Less than 5	1,424	17.1	1,260	15.9	1,157	15.2	103	32.8	164	40.5	57	42	65
5, less than 10	1,600	19.2	1,472	18.6	1,409	18.5	63	20.1	128	31.6	32	36	60
10, less than 15	1,480	17.8	1,429	18.1	1,372	18.1	57	18.2	51	12.6	17	18	16
15, less than 20	1,296	15.6	1,273	16.1	1,240	16.3	33	10.5	23	5.7	10	7	6
20, less than 30	1,718	20.6	1,685	21.3	1,643	21.6	42	13.4	33	8.1	12	11	10
30 and over	802	9.6	796	10.1	780	10.3	16	5.1	6	1.5	1	3	2

[1] Of the 8,796 women reporting, 411 did not report years of experience and 65 did not report the extent of employment or unemployment.

TABLE IV.—*Occupational changes related to education—M. A. and additional training—1925 to 1935*

Occupational change	Total		A. B., with no additional graduate work		A. B., with additional graduate work, or more than 1 A. B.		M. A., with no additional graduate work		M. A., with additional graduate work or more than 1 M. A.	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting change in occupation [1]	1,959	100.0	342	100.0	810	100.0	336	100.0	471	100.0
Teaching to other	401	20.5	70	20.5	192	23.7	49	14.6	90	19.1
Other to teaching	264	13.5	51	14.9	110	13.6	39	11.6	64	13.6
Varied types of teaching	592	30.2	75	21.9	155	19.1	164	48.8	198	42.0
Never taught, other changes	401	20.5	104	30.4	223	27.5	32	9.5	42	8.9
Other	301	15.4	42	12.3	130	16.0	52	15.5	77	16.3

[1] Of the 2,706 reporting change in occupation, 144 held a doctor's degree and 603 did not report the extent of additional training, if any.

TABLE V.—*Occupation of last job, related to marital status*

Occupation of last job	Total		Single		Married		Widowed, separated, divorced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting [1]	8,474	100.0	6,963	100.0	1,086	100.0	425	100.0
For an employer	8,263	97.5	6,861	98.5	1,001	92.2	401	94.4
Artist	18	.2	14	.2	3	.3	1	.2
Clerical worker	239	2.8	201	2.9	32	2.9	6	1.4
Editorial worker	65	.8	44	.6	19	1.7	2	.5
Home economist	232	2.7	187	2.7	30	2.8	15	3.5
Lawyer	8	.1	4	.1	2	.2	2	.5
Librarian	460	5.4	405	5.8	37	3.4	18	4.2
Manager, etc	75	.9	60	.9	11	1.0	4	.9
Nurse	60	.7	50	.7	4	.4	6	1.4
Personnel	143	1.7	109	1.6	15	1.4	19	4.5
Physician and psychiatrist	48	.6	37	.5	9	.8	2	.5
Research worker	187	2.2	147	2.1	37	3.4	3	.7
Sales, advertising, publishing, executive	84	1.0	58	.8	24	2.2	2	.5
Secretary	300	3.5	246	3.5	42	3.9	12	2.8
Social, health, religious worker	414	4.9	321	4.6	72	6.6	21	4.9
Teacher, executive	1,168	13.8	983	14.1	122	11.2	63	14.8
Teacher, not executive	4,704	55.5	3,954	56.8	530	48.8	220	51.8
Other	58	.7	41	.6	12	1.1	5	1.2
Independently employed	211	2.5	102	1.5	85	7.8	24	5.6
Teacher	44	.5	23	.3	19	1.7	2	.5
Other professional	102	1.2	61	.9	28	2.6	13	3.1
Other	65	.8	18	.3	38	3.5	9	2.1

[1] Of the 8,541 women reporting occupation, 62 held more than 1 job and cannot be included here and 5 did not report marital status.

TABLE VI.—*Earnings in education in 1934*

Type of position	Total		Women who earned in 1934—											
			Less than $1,000		$1,000, less than $1,500		$1,500, less than $2,000		$2,000, less than $2,500		$2,500, less than $3,000		$3,000 and more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total in education [1]	5,393		671		1,340		1,464		1,037		505		376	
Teachers, executive	1,079	100.0	61	5.7	138	12.8	250	23.2	238	22.1	186	17.2	206	19.1
Elementary school	115	100.0	5	4.3	19	16.5	36	31.3	26	22.6	14	12.2	15	13.0
Junior high school	31		1		10		6		5		4		5	
Senior high school	217	100.0	11	5.1	31	14.3	48	22.1	49	22.6	43	19.8	35	16.1
College	400	100.0	14	3.5	30	7.5	84	21.0	95	23.8	83	20.8	94	23.5
Administrative department	25		1		3		1		7		4		9	
Normal school	11		1		1		7		1		1			
Other	37		13		6		4		4		3		7	
Not reporting type	243	100.0	15	6.2	38	15.6	64	26.3	51	21.0	34	14.0	41	16.9
Teachers, not executive	4,314	100.0	610	14.1	1,202	27.9	1,214	28.1	799	18.5	319	7.4	170	3.9
Elementary school	441	100.0	131	29.7	122	27.7	101	22.9	69	15.6	17	3.9	1	.2
Junior high school	381	100.0	65	17.1	152	39.9	95	24.9	49	12.9	16	4.2	4	1.0
Senior high school	1,487	100.0	133	8.9	457	30.7	445	29.9	303	20.4	110	7.4	39	2.6
College	928	100.0	88	9.5	140	15.1	282	30.4	206	22.2	121	13.0	91	9.8
Normal school	22		4		2		6		4		1		5	
Other	58		26		11		10		8		2		1	
Not reporting type	997	100.0	163	16.4	318	31.9	275	27.6	160	16.0	52	5.2	29	2.9

[1] Of the 5,674 women in education, 225 did not report the amount and 56 received compensation in addition to cash salary or in lieu of salary.

TABLE VII.—*Earnings of members in occupations other than education in 1934*

Occupation	Total		Women who earned in 1934—											
			Less than $1,000		$1,000, less than $1,500		$1,500, less than $2,000		$2,000, less than $2,500		$2,500, less than $3,000		$3,000 and more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting [1]	2,239	100.0	607	26.8	531	23.4	471	20.8	272	12.0	156	6.9	232	10.2
For an employer	2,116	100.0	538	25.4	512	24.2	454	21.5	264	12.5	147	6.9	201	9.5
Librarian	427	100.0	60	14.1	127	29.7	135	31.6	67	15.7	24	5.6	14	3.3
Social, health, religious worker	385	100.0	115	29.9	92	23.9	87	22.6	52	13.5	21	5.5	18	4.7
Secretary	273	100.0	82	30.0	98	35.9	49	17.9	20	7.3	11	4.0	13	4.8
Clerical worker	200	100.0	112	56.0	46	23.0	29	14.5	8	4.0	3	1.5	2	1.0
Home economist	185	100.0	20	10.8	33	17.8	47	25.4	39	21.1	26	14.1	20	10.8
Research worker	170	100.0	34	20.0	28	16.5	34	20.0	21	12.4	23	13.5	30	17.6
Personnel	121	100.0	9	7.4	19	15.7	18	14.9	19	15.7	18	14.9	38	31.4
Manager	66		10		16		12		14		4		10	
Sales, advertising, publishing, executive	66		38		14		2		2		2		8	
Editorial	60		22		15		8		6		1		8	
Nurse	47		10		7		15		4		2		9	
Physician, psychiatrist	43		4		4		6		5		6		18	
Artist	16		8		4		3		1					
Lawyer	8				1		2		2		1		2	
Other	49		14		8		7		4		5		11	
Independent business	153	100.0	69	45.1	19	12.4	17	11.1	8	5.2	9	5.9	31	20.3
Teacher	33		24		6		1				1		1	
Other professional	75		26		9		9		3		7		21	
Other	45		19		4		7		5		1		9	

[1] Of the 2,528 women in occupations other than education, 157 did not report the amount and 102 received compensation in addition to or in lieu of salary.

TABLE VIII.—*Marital status and living arrangements of women, related to number of their dependents in 1934*

Dependents	Total		Women supporting given number of dependents who were—									
			Single						Married		Widowed, separated, divorced	
			Total		Living independently		Living with family					
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting [1]	3,091	100.0	2,354	100.0	1,398	100.0	956	100.0	495	100.0	242	100.0
One dependent:												
One wholly dependent	439	14.2	312	13.3	169	12.1	143	15.0	68	13.7	59	24.4
One partially dependent	897	29.0	760	32.3	467	33.4	293	30.6	101	20.4	36	14.9
Two dependents:												
Two wholly dependent	198	6.4	117	5.0	46	3.3	71	7.4	38	7.7	43	17.8
Two wholly or partially dependent	786	25.4	628	26.7	384	27.5	244	25.5	112	22.6	46	19.0
Three dependents:												
Three wholly dependent	37	1.2	20	.8	9	.6	11	1.2	12	2.4	5	2.1
Three wholly or partially dependent	348	11.3	235	10.0	141	10.1	94	9.8	83	16.8	30	12.4
Four dependents:												
Four wholly dependent	17	.5	11	.5	4	.3	7	.7	4	.8	2	.8
Four wholly or partially dependent	161	5.2	107	4.5	68	4.9	39	4.1	42	8.5	12	5.0
Five dependents:												
Five wholly dependent	6	.2	4	.2	2	.1	2	.2	2	.4	----------	----------
Five wholly or partially dependent	202	6.5	160	6.8	108	7.7	52	5.4	33	6.7	9	3.7

[1] Of the 3,618 women with dependents, 465 did not report number of dependents, 1 did not give marital status, and 61 did not state living arrangements.

TABLE IX.—*Salary of women, related to number of their dependents in 1934*

Dependents	Total		Women supporting given number of dependents with salary of—														
			Less than $1,000		$1,000, less than $1,500		$1,500, less than $2,000		$2,000, less than $2,500		$2,500, less than $3,000		$3,000, less than $3,500		$3,500, less than $4,000	$4,000, less than $5,000	$5,000 and over
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Number	Number
Total reporting [1]	2,827	100.0	183	100.0	524	100.0	662	100.0	542	100.0	361	100.0	191	100.0	119	130	115
One dependent:																	
One wholly dependent	399	14.1	14	7.7	70	13.3	94	14.2	88	16.2	60	16.6	30	15.7	16	17	10
One partially dependent	846	29.9	60	32.8	163	31.1	217	32.8	153	28.2	103	28.5	65	34.0	30	28	27
Two dependents:																	
Two wholly dependent	182	6.5	6	3.3	37	7.1	40	6.0	35	6.5	24	6.7	11	5.8	8	9	12
Two wholly or partially dependent	713	25.2	55	30.0	144	27.5	180	27.2	135	24.9	91	25.2	34	17.8	31	25	18
Three dependents:																	
Three wholly dependent	32	1.1	2	1.1	2	.4	5	.8	7	1.3	8	2.2	3	1.6	1	2	2
Three wholly or partially dependent	316	11.2	23	12.6	61	11.6	51	7.7	60	11.1	35	9.7	26	13.6	15	21	24
Four dependents:																	
Four wholly dependent	14	.5	2	1.1	-------	-------	2	.3	4	.7	1	.3	1	.5	1	2	1
Four wholly or partially dependent	136	4.8	6	3.3	24	4.6	27	4.1	28	5.2	17	4.7	11	5.8	4	12	7
Five dependents:																	
Five wholly dependent	3	.1	1	.5	1	.2	1	.1	-------	-------	-------	-------	-------	-------	-------	-------	-------
Five wholly or partially dependent	186	6.6	14	7.6	22	4.2	45	6.8	32	5.9	22	6.1	10	5.2	13	14	14

[1] Of the 3,618 women with dependents, 422 did not report the number of dependents, 306 did not state income, and 63 received income in lieu of cash salary or in addition to it and are not included here.

TABLE X.—*Discrimination, 1929–35, and its results, related to change in occupation, 1925 to 1935*

Results since 1929	Total		Change in occupation in 10-year period									Not reporting whether change
			No change		Total reporting change		Teaching to other	Other to teaching	Varied types of teaching	Never taught, other changes	Other	
	Number	Percent	Number	Percent	Number	Percent	Number	Number	Number	Number	Number	Number
	BECAUSE OF SEX											
Women reporting discrimination	1,841	--------	1,199	--------	525	--------	85	77	186	86	91	117
Women reporting results	1,770	--------	1,151	--------	504	--------	84	75	176	81	88	115
Total discriminations reported	2,476	100.0	1,564	100.0	735	100.0	128	92	255	132	128	177
Smaller beginning salary	781	31.5	466	29.8	251	34.1	38	38	91	41	43	64
Salary reduction, demotion	641	25.9	443	28.3	150	20.4	29	14	57	29	21	48
Restricted promotion	563	22.7	391	25.0	142	19.3	25	19	43	32	23	30
Loss of job	85	3.4	42	2.7	35	4.8	9	--------	13	6	7	8
Refusal of job	282	11.4	133	8.5	127	17.3	23	15	41	23	25	22
Other	124	5.0	89	5.7	30	4.1	4	6	10	1	9	5
	BECAUSE OF MARITAL STATUS											
Women reporting discrimination	576	--------	335	--------	178	--------	45	17	51	27	38	63
Women reporting results	542	--------	313	--------	170	--------	45	16	48	26	35	59
Total discriminations reported	673	100.0	391	100.0	212	100.0	57	17	60	32	46	70
Smaller beginning salary	47	7.0	24	6.1	19	9.0	5	2	3	4	5	4
Reduction in salary	77	11.4	57	14.6	16	7.5	7	1	3	2	3	4
Demotion in duties	19	2.8	14	3.6	5	2.4	1	--------	4	--------	--------	--------
Restricted promotion	66	9.8	43	11.0	18	8.5	2	1	7	3	5	5
Loss of job	157	23.3	96	24.6	45	21.2	12	5	15	5	8	16
Refusal of job	249	37.0	124	31.7	92	43.4	29	6	22	14	21	33
Other	58	8.6	33	8.4	17	8.0	1	2	6	4	4	8

TABLE XI.—*Discrimination, 1929–35, and its results, related to employment, Dec. 31, 1934*

Results since 1929	Total		Employed Dec. 31, 1934						Unemployed Dec. 31, 1934				
			Total		Full time		Part time	Not reporting time	Total	Less than 1 year	1, less than 3 years	3 years and more	Not reporting time
	Number	Percent	Number	Percent	Number	Percent	Number	Number	Number	Number	Number	Number	Number
BECAUSE OF ADVANCED AGE													
Women reporting discrimination	232	--------	193	--------	160	--------	27	6	39	11	6	18	4
Women reporting results [1]	213	--------	179	--------	147	--------	26	6	34	10	6	16	2
Total discriminations reported	240	100.0	204	100.0	168	100.0	30	6	36	10	6	18	2
Smaller beginning salary	12	5.0	11	5.4	9	5.4	2	--------	1	1	--------	--------	--------
Salary reduction, demotion	31	12.9	31	15.2	25	14.9	5	1	--------	--------	--------	--------	--------
Restricted promotion	40	16.7	39	19.1	39	23.2	--------	--------	1	--------	--------	1	--------
Loss of job	10	4.2	6	2.9	5	3.0	1	--------	4	2	1	1	--------
Refusal of job	126	52.5	99	48.5	77	45.8	19	3	27	5	4	16	2
Other	21	8.7	18	8.8	13	7.7	3	2	3	2	1	--------	--------
BECAUSE OF YOUTH													
Women reporting discrimination	412	--------	376	--------	349	--------	24	3	36	20	4	4	8
Women reporting results	392	--------	357	--------	331	--------	23	3	35	20	4	4	7
Total discriminations reported	491	100.0	450	100.0	421	100.0	26	3	41	24	4	5	8
Smaller beginning salary	159	32.4	149	33.1	143	34.0	6	--------	10	4	--------	2	4
Salary reduction, demotion	37	7.5	37	8.2	37	8.8	--------	--------	--------	--------	--------	--------	--------
Restricted promotion	81	16.5	80	17.8	76	18.0	4	--------	1	1	--------	--------	--------
Loss of job	14	2.9	13	2.9	12	2.8	1	--------	1	1	--------	--------	--------
Refusal of job	191	38.9	164	36.4	146	34.7	15	3	27	16	4	3	4
Other	9	1.8	7	1.6	7	1.7	--------	--------	2	2	--------	--------	--------

[1] 2 women were unemployed 7 years.

TABLE XII.—*Discrimination, 1929–35, and its results, related to change in occupation, 1925 to 1935*

Results since 1929	Total		Change in occupation in 10-year period									Not reporting whether change
			No change		Total reporting change		Teaching to other	Other to teaching	Varied types of teaching	Never taught, other changes	Other	
	Number	Percent	Number	Percent	Number	Percent	Number	Number	Number	Number	Number	Number
	BECAUSE OF ADVANCED AGE											
Women reporting discrimination	232	--------	126	--------	82	--------	20	12	15	15	20	24
Women reporting results	213	--------	116	--------	76	--------	18	11	13	15	19	21
Total discriminations reported	240	100.0	130	100.0	85	100.0	21	13	15	16	20	25
Smaller beginning salary	12	5.0	8	6.2	3	3.5	--------	1	1	--------	1	1
Salary reduction, demotion	31	12.9	18	13.8	8	9.4	3	2	2	--------	1	5
Restricted promotion	40	16.7	26	20.0	9	10.6	--------	4	3	--------	2	5
Loss of job	10	4.2	6	4.6	3	3.5	1	--------	2	--------	--------	1
Refusal of job	126	52.5	60	46.2	55	64.7	15	5	7	14	14	11
Other	21	8.7	12	9.2	7	8.2	2	1	--------	2	2	2
	BECAUSE OF YOUTH											
Women reporting discrimination	412	--------	244	--------	146	--------	19	30	33	39	25	22
Women reporting results	392	--------	230	--------	144	--------	18	29	33	39	25	18
Total discriminations reported	491	100.0	280	100.0	189	100.0	21	37	41	55	35	22
Smaller beginning salary	159	32.4	102	36.4	49	25.9	4	12	13	13	7	8
Salary reduction, demotion	37	7.5	23	8.2	12	6.4	1	--------	5	5	1	2
Restricted promotion	81	16.5	47	16.8	31	16.4	1	6	7	12	5	3
Loss of job	14	2.9	7	2.5	7	3.7	2	1	--------	2	2	--------
Refusual of job	191	38.9	96	34.3	86	45.5	13	16	15	22	20	9
Other	9	1.8	5	1.8	4	2.1	--------	2	1	1	--------	--------

TABLE XIII.—*Discrimination, 1929–35, because of youth, and its results, related to age, Dec. 31, 1934*

Results since 1929	Total		Age, Dec. 31, 1934								Not reporting
			Total reporting		20, under 25		25, under 30		30, under 35	35 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Number	Number
Women reporting discrimination	412		393		150		185		42	16	19
Women reporting results	392		375		140		180		40	15	17
Total discriminations reported	491	100.0	468	100.0	165	100.0	233	100.0	51	19	23
Smaller beginning salary	159	32.4	154	32.9	60	36.4	76	32.6	12	6	5
Salary reduction, demotion	37	7.5	33	7.0	5	3.0	22	9.4	6		4
Restricted promotion	81	16.5	77	16.5	15	9.1	42	18.0	13	7	4
Loss of job	14	2.9	14	3.0	6	3.6	6	2.6	2		
Refusal of job	191	38.9	181	38.7	75	45.5	84	36.1	18	4	10
Other	9	1.8	9	1.9	4	2.4	3	1.3		2	