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UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU

Bulletin No. 175

EARNINGS IN THE WOMEN'S
AND CHILDREN'S APPAREL INDUSTRY
IN THE SPRING OF 1939

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, November 22, 1939.

MADAM: I have the honor to transmit a report on earnings in the women's and children's apparel industry in the spring of 1939. This report is based on the extensive survey made by the Women's Bureau for the Wage and Hour Division, in which pay-roll data were secured for almost half the firms and practically two-thirds of the factory employees known to be in the business. Eighty-five percent of the employees were women.

Six branches of the industry are included—Women's dozen-priced dresses and uniforms, women's unit-priced dresses, women's blouses, children's and infants' outerwear, corsets and allied garments, and underwear and nightwear.

Besides the week's earnings and hourly earnings of employees, and a comparison of earnings in union and nonunion plants, the firms' policies concerning learners were inquired into.

The study was planned and directed by Bertha M. Nienburg, Chief Economist of the Bureau. The field work was under the supervision of Caroline Manning and Ethel Erickson, the statistical work was directed by Isadore Spring, and the report as presented here was written by Arthur T. Sutherland.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

EARNINGS IN THE WOMEN'S AND CHILDREN'S APPAREL INDUSTRY IN THE SPRING OF 1939

Part I.—INTRODUCTION AND SUMMARY

The survey on which this report of earnings and hours in the women's and children's apparel industry is based was made by the Women's Bureau at the request of the Wage and Hour Division to furnish current data to the Industry Committee for the Women's Apparel Industry, set up under the Fair Labor Standards Act of 1938.¹

DESCRIPTION OF RELATED BRANCHES SURVEYED

The survey included the following branches: Women's dresses and service uniforms of all types, women's blouses, children's and infants' outerwear, corsets and allied garments, and women's and children's underwear and nightwear. It does not include the millinery industry, a separate study of which was made in 1938; nor does it include the women's coat and suit industry. The latter industry was not surveyed because previous studies showed higher rates for the mass of employees than the minimum rates that may be recommended by industry committees under the Fair Labor Standards Act.²

Women's dresses and service uniforms.

Earnings in the women's dress industry are considered under two classifications, dresses wholesaling by the unit and dresses wholesaling by the dozen. Some years ago these two types were designated respectively as street dresses or silk dresses and as house dresses or cotton wash dresses, a distinction that exists no longer. The manufacturers of dresses wholesaling by the dozen, dresses intended originally for house use only, have styled some of their dresses, used rayon-cotton mixed materials, and produced garments that are worn for street as well as house use. This action brought a part of their production in direct competition with the cheaper quality of silk street dress. Silk dress manufacturers, in turn, had to use cheaper materials of mixed fabric in order to meet the inroads into their market. Today it is not feasible to designate dresses by the material of which they are made, as mixtures are in general use. While many dresses sold by the dozen still are made for housework use, while the higher-priced street dress holds its own markets, in the popular-price field competition between firms wholesaling dresses by the dozen and firms whole-

¹ Much more detailed data than are published here were presented to the committee. The detailed tables are available in the files of the Women's Bureau for examination by interested persons.

² The minimum amount guaranteed to the lowest-paid occupational group in the Metropolitan District under the contract of the Industrial Council of Cloak, Suit, and Skirt Manufacturers Inc. and the International Ladies' Garment Workers' Union for 1937-40 is \$0.66 an hour. The term Metropolitan District is said to refer to "the City of New York and all such cities and towns in the States of New York, New Jersey, Connecticut, and Pennsylvania in which garments are being manufactured by or for members of the Council or other manufacturers, merchants, jobbers, or wholesalers doing business in the City of New York."

saling dresses by the unit is keen. As the system of manufacturing a dress has varied in the two groups of firms, the one group tending to subdivide manufacturing processes among many workers and the other to employ skilled operators to sew the dress in its entirety, relative wages paid are an important factor in successful competition.

The distribution of hourly earnings in the detailed report is shown not only for dresses wholesaling by the unit and for those wholesaling by the dozen but by comparative price ranges. Included in dresses wholesaling by the dozen are service uniforms, aprons, and specially named washable sports garments.

Women's blouses.

While some firms specialize in blouse manufacture, others produce blouses along with other types of garments. For the purposes of this survey, all firms whose largest volume of production was blouses during the spring period for which pay-roll data were secured were considered blouse manufacturers.

Children's and infants' outerwear.

Firms specializing in infants' outerwear or children's playsuits, dresses, coats, and suits are included in this classification. Men's work-clothing factories that produce some children's play suits or similar garments are not covered, as such factories are classed as in the men's work-clothing industry.

Home workers employed by infants' and children's wear factories or jobbers have not been included in the study, as time did not permit visits to individual homes to ascertain hours worked and earnings.

Corsets and allied garments.

The corset and allied-garment industry includes factories making foundation garments, known as girdles, corsets, surgical belts, combinations, brassieres, and corset accessories. Local sales outlets of firms doing a semicustom business are not included.

Underwear and nightwear.

The underwear and nightwear branch of the apparel industry includes factories sewing woven or purchased knitted fabric into women's shirts, bloomers, step-ins, athletic underwear, slips and petticoats, negligees, and housecoats or similar garments, and women's, children's and infants' nightgowns, pajamas, and bath robes. Factories knitting underwear fabrics and sewing the knitted material into garments are not included, as they had been covered in an earlier study of the knit-goods industry. Some factories included in this branch made other garments in less volume during the pay-roll period covered or at some time in 1938.

EXTENT AND LOCATION OF RELATED BRANCHES

Extent.

Every effort was made to determine the size of the women's and children's apparel industry in the spring of 1939. Existing conditions,

however, made an accurate count difficult. Not only has the firm mortality rate been so high since 1937 as to make the Census of 1937 of doubtful value as a measuring rod in 1939, but firms closed, changed products, changed from manufacturing to wholesaling, merged, or moved during the 3½ months the survey was in progress.

Through consultation with State department of labor officials, local trade associations, local unions, and individual firms, and through the cooperation of telephone company officials, it is believed that all firms in business outside New York City were located and their major spring product determined. In New York City difficulty was encountered in distinguishing manufacturing jobbers from wholesalers and from jobbers who furnished materials to contractors but performed no manufacturing operations in their salesrooms. Every effort was made to exclude all jobbers from the count except those employing workers on manufacturing processes. In the unit-priced-dress branch of manufacture in New York City, the number of firms was so large, the firms entering business and those leaving it were so many, that a complete check on all firms in operation in the spring of 1939 was not complete when the survey had to be terminated. Accordingly, the totals given by the Census of Manufactures for 1937 have been used for this branch in New York City though there are indications that the number of firms has materially decreased in the last 2 years.

It would appear, therefore, that in the spring of 1939 there were about 4,700 firms engaged in the 6 branches of the women's and children's apparel industry included in this survey. These firms gave employment to approximately 216,500 persons in their factories. The largest proportion of workers were employed in the unit-priced-dress branch, which had 39.6 percent of all the workers. The dozen-priced-dress branch employed 48,700 persons, or 22.5 percent of the total. Plants making principally underwear and nightwear in the spring gave employment to over 30,000 persons, and firms specializing on blouses employed over 10,000. Attention should be called to the fact that firms listed as blouse manufacturers in the spring of 1939 may have made underwear or other garments to a less degree during that season or may have made such garments with or without blouses during 1938. Little shifting of product, however, occurs in the corset and allied-garment branch or in the children's and infants' outerwear branch; the first employs about 17,000 workers, the second over 24,000 workers.

Location.

The center of the women's and children's apparel industry is New York City. Over 40 percent of the workers in these branches of clothing manufacture were employed in the city and State of New York. The second largest groups were in New Jersey and Pennsylvania, the proportion in each of these States representing approximately one-eighth of the total. Next in rank according to numbers employed was Illinois, with about 7 percent of all workers. Connecticut had 5 percent and Massachusetts 4 percent of the total. California had less than 4 percent. In addition to Illinois, mid-western States each employing more than 1 percent of the total were Indiana, Michigan, Missouri, and Ohio. In the South only

Texas employed as many as 1 percent of the total workers in the United States; the other southern States with workers so engaged were Georgia, Virginia, Tennessee, Arkansas, and Kentucky.

While New York leads in five branches of the women's and children's apparel industry, its position is especially dominant in the unit-priced-dress branch and in the underwear and nightwear branch. Pennsylvania leads in dozen-priced dresses, the branch that is more widely scattered than any other in women's and children's apparel. Illinois gives employment to almost as many persons in this branch as does New York, and Missouri ranks fifth in numbers employed on the dozen-priced dresses.

TABLE I.—*Extent of WOMEN'S AND CHILDREN'S APPAREL INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

Related industry group	Firms in business, spring of 1939			Firms included in survey				
	Firms— Num- ber	Factory em- ployees		Firms— Num- ber	Factory employees			
		Num- ber	Per- cent		Total num- ber	Per- cent	Men	Wom- en
Total.....	4,692	216,461	100.0	2,287	141,607	100.0	20,535	121,072
Percent.....	100.0	100.0		48.7	65.4			
Dozen-priced dresses.....	816	48,704	22.5	399	32,612	23.0	2,920	29,692
Unit-priced dresses.....	2,463	85,796	39.6	1,104	52,380	37.0	12,145	40,235
Women's blouses.....	295	10,324	4.8	156	7,204	5.1	601	6,603
Children's and infants' outer- wear.....	431	24,304	11.2	238	16,882	11.9	1,655	15,227
Corsets and allied garments.....	194	17,185	7.9	100	10,070	7.1	1,182	8,888
Underwear and nightwear.....	493	30,148	13.9	290	22,459	15.9	2,032	20,427

Pennsylvania ranks a close second to New York in the children's and infants' outerwear industry, with New Jersey ranking third. The corset and allied-garment industry is situated chiefly in New York, New Jersey, Connecticut, and Illinois, though Indiana, Michigan, and Massachusetts have fairly large plants.

SCOPE OF STUDY

Investigators from the Women's Bureau visited women's and children's apparel manufacturers between February 1 and May 6, 1939. A pay roll for a period of steady operation was requested. Usually the record copied was for a pay period in February, March, or April, though an earlier period had to be taken for a few firms in which employment was irregular during those months. The amount of production of each type of garment made in the pay-roll period taken was secured, and firms were allocated to the branch in which fell the major product made during this time, regardless of type of manufacture in 1938.

Wherever total costs, manufacturing costs, and labor costs for 1938 could be copied from firm records at the plant without making original computations, these data were secured in order to indicate proportion labor costs were of total cost of production in that year. Information concerning beginners or learners and the policies relating

thereto also was requested, as was other information necessary to a correct interpretation of the wage-rate structure.

The total number of firms for which usable pay-roll data were taken was 2,287, or 48.7 percent of all firms in the women's and children's apparel industry in the spring of 1939. These firms were in 22 States. The proportion scheduled was approximately 50 percent or more in all branches of the industry but unit-priced dresses, where the dominance of New York City made a somewhat smaller sample representative.

The number of employees in these firms was 141,607, or 65.4 percent of all employed in the spring of 1939. The distribution of the employees in the various branches was much the same for those for whom information was secured as for those in the entire industry. Thirty-seven percent were making the unit-priced dress, 23 percent the dozen-priced dress, 16 percent underwear and nightwear, 12 percent children's and infants' outerwear, and smaller proportions were in the corset and the blouse branches.

Forty percent of the employees included in the survey, as compared to a 41.8 percent representation in the entire women's and children's apparel industry, were working in New York. Fourteen and one-half percent of the employee representation in the survey were in New Jersey, and 13 percent in Pennsylvania, proportions closely paralleling the States' representation in the entire industry. Table II compares the total numbers in the industry in each State with the numbers included in the earnings survey.

TABLE II.—*Location of WOMEN'S AND CHILDREN'S APPAREL INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Firms in business, spring of 1939			Firms included in survey		
	Firms— Number	Factory employees		Firms— Number	Factory employees	
		Number	Percent		Number	Percent
Total.....	4,692	216,461	100.0	2,287	141,607	100.0
Arkansas and Kentucky.....	8	590	0.3	3	485	0.3
California.....	253	7,727	3.6	118	4,730	3.3
Connecticut.....	119	10,967	5.1	66	6,980	4.9
Georgia.....	17	863	.4	13	678	.5
Illinois.....	256	14,475	6.7	117	8,520	6.0
Indiana.....	26	3,232	1.5	14	2,162	1.5
Maryland.....	39	1,972	.9	17	1,018	.7
Massachusetts.....	155	9,160	4.2	76	6,201	4.4
Michigan.....	29	2,977	1.4	19	2,137	1.5
Minnesota.....	29	1,238	.6	19	1,036	.7
Missouri.....	96	7,169	3.3	55	5,272	3.7
New Jersey.....	549	29,379	13.6	268	20,497	14.5
New York.....	2,578	90,423	41.8	1,186	56,964	40.2
Ohio.....	57	3,264	1.5	31	2,355	1.7
Pennsylvania.....	358	27,120	12.5	224	18,562	13.1
Tennessee.....	6	614	.3	5	594	.4
Texas.....	50	2,320	1.1	29	1,795	1.3
Utah.....	12	487	.2	5	304	.2
Virginia.....	11	718	.3	10	670	.5
Washington.....	22	531	.2	5	79	.1
Wisconsin.....	13	1,093	.5	7	568	.4
All other.....	9	142	.1			

CHARACTERISTICS OF THE INDUSTRY

In great measure, women's and children's apparel is manufactured in small shops. From 20 percent to 30 percent of the plants in each of the related branches employed fewer than 25 workers in the spring of 1939. Sixty-eight percent of the factories producing the unit-priced dress employed less than 50 workers in this, their busy season. Almost two-thirds of the blouse shops, about one-half of the factories making the dozen-priced dress, and half of those making underwear and nightwear and making children's outerwear, employed less than 50 persons. In corset and allied-garment manufacture the proportion of small shops was less; 43 percent employed fewer than 50 workers.

Factories of 200 and more employees were nonexistent in blouse manufacture and only 11 of the 1,104 plants scheduled in unit-priced dresses were of such size. Fifteen percent of corset and allied-garment plants employed 200 or more workers, and 11 percent of the dozen-priced dress or uniform plants were so large. Only 7 and 5 percent, respectively, of the firms making underwear and nightwear and children's outerwear employed 200 or more persons. The summary following shows the size of the firms scheduled in each branch of the industry.

Branch of Industry	Number of firms	Percent of firms that had—						
		Under 25 employees	25, under 50 employees	50, under 75 employees	75, under 100 employees	100, under 200 employees	200, under 300 employees	300 employees and over
Total—Number.....	2,287	576	802	403	169	234	56	47
Percent.....	100.0	25.2	35.1	17.6	7.4	10.2	2.4	2.1
Dozen-priced dresses.....	399	27.6	25.0	13.8	9.0	14.0	6.0	4.8
Unit-priced dresses.....	1,104	23.5	44.8	18.6	6.2	6.0	.4	.6
Blouses.....	156	30.1	35.3	18.6	9.0	7.1	—	—
Children's and infants' outerwear.....	238	20.6	29.8	21.4	8.4	14.3	2.5	2.9
Corsets and allied garments.....	100	27.0	16.0	15.0	10.0	17.0	8.0	7.0
Underwear and nightwear.....	290	29.0	22.4	16.6	7.6	17.2	4.8	2.4

Another characteristic of some branches of the industry is the jobber-contractor system. Instead of the regular type of manufacturing where the firm purchases materials and makes them up into finished garments, under the jobber-contractor system the jobber purchases the materials and designs and may cut the materials and make up samples, after which the materials are sent to the contractors to sew into garments. Jobbers who do no manufacturing themselves have not been included in this survey. In the unit-priced-dress branch, the contractor predominates in the metropolitan area where much of this manufacture is done. He is also the more important producer of blouses. On the other hand, two-thirds of the producers of the dozen-priced dress are inside manufacturers. Children's and infants' outerwear and women's and children's underwear and nightwear also are made more frequently in inside shops, and corsets and allied garments are made almost entirely in such shops. As earnings in contract shops did not differ noticeably from those of inside shops, no tables showing them separately have been drafted.

The unit-priced dress and the blouse branch of the industry have a high degree of unionization. Over half the children's outerwear and the underwear and nightwear branches are organized. Only that part of the corset branch that is in New York City is partially unionized. Unionization in dozen-priced dresses is about one-third.

Composition of labor force.

Data pertaining to the composition of the labor force in firms making women's and children's apparel show that this industry is of major importance in furnishing employment to women. Of the 137,932 experienced employees whose occupations were reported, the very great majority, 85 percent, were women, who comprised 77 percent of all employees in firms making unit-priced dresses and were from 88 to 92 percent of the employees in the firms making other types of apparel.

In the manufacture of these types of garments there are several principal operations, and in general certain operations are performed almost exclusively by women and others largely by men. An examination of table III shows that there were only a few instances where the relative proportions of men and women in an occupational group varied to any appreciable extent among the different branches of the industry. The largest occupational group consisted of machine operators and numbered 83,758, or 61 percent of all workers reported. Well over nine-tenths (95 percent) of this large group were women, the proportion varying from 87 percent in unit-priced dresses and 90 percent in children's outerwear to 99 percent or more in all other branches. The hand workers—finishers, inspectors, and packers—comprised the next largest group, 21,806 persons, or 16 percent of the total. About 99 percent of this group were women.

The third group in size were the pressers, 10,896 persons, and again the majority, though but 65 percent, were women. However, the relative proportions of men and women in this occupation varied considerably among the industry branches. In all but unit-priced dresses, from 91 to 96 percent of the pressers were women, but in the unit-priced-dress firms almost four-fifths of the pressers were men. Workers on cutting operations numbered 6,711, or 5 percent of the total, and these were predominantly men, who formed 84 percent of the group. The proportion of men among the cutters in the various branches ranged from 72 percent in dozen-priced dresses to 92 percent in blouses and in unit-priced dresses. Another small group of manufacturing employees did general indirect labor, comprising a group of unskilled workers who did odd jobs around the plant. These numbered 4,189, and 76 percent of them were women.

There were also several groups of nonmanufacturing workers employed in the apparel firms for whom pay-roll data were reported. Two of these groups, the shipping and maintenance workers, together comprised about 3 percent of the total, and roughly nine-tenths in each case were men. Supervisors and machinists (combined because of the small number of machinists) and plant clerical workers together made up 5 percent of the work force. In the unit-priced-dress firms three-fifths of the clerical workers were men, but in all other cases the large majority of workers in these two classes were women.

TABLE III.—Occupations in the various branches of the *WOMEN'S AND CHILDREN'S APPAREL INDUSTRY*, by sex of employees 99

Occupation and sex	Number of men and women in the occupations specified in—													
	All branches		Dozen-priced dresses		Unit-priced dresses		Blouses		Children's and infants' outerwear		Corsets and allied garments		Underwear and nightwear	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total employees-----	137,932	100.0	31,332	100.0	51,688	100.0	6,964	100.0	16,542	100.0	9,702	100.0	21,704	100.0
Men-----	20,397	14.8	2,884	9.2	12,087	23.4	592	8.5	1,645	9.9	1,171	12.1	2,018	9.3
Women-----	117,535	85.2	28,448	90.8	39,601	76.6	6,372	91.5	14,897	90.1	8,531	87.9	19,686	90.7
Machine operators—Total-----	83,758	100.0	20,455	100.0	29,323	100.0	4,507	100.0	9,560	100.0	6,134	100.0	13,779	100.0
Men-----	4,249	5.1	119	.6	3,892	13.3	48	1.1	107	9.9	9	.1	74	.5
Women-----	79,509	94.9	20,336	99.4	25,431	86.7	4,459	98.9	9,453	90.1	6,125	99.9	13,705	99.5
Hand finishers, inspectors, and packers—Total-----	21,806	100.0	3,476	100.0	10,131	100.0	1,030	100.0	2,583	100.0	1,502	100.0	3,084	100.0
Men-----	256	1.2	21	.6	85	.8	9	.9	49	1.9	3	.2	89	2.9
Women-----	21,550	98.8	3,455	99.4	10,046	99.2	1,021	99.1	2,534	98.1	1,499	99.8	2,995	97.1
Cutters—Total-----	6,711	100.0	1,613	100.0	2,471	100.0	237	100.0	723	100.0	598	100.0	1,069	100.0
Men-----	5,635	84.0	1,157	71.7	2,273	92.0	218	92.0	591	81.7	517	86.5	879	82.2
Women-----	1,076	16.0	456	28.3	198	8.0	19	8.0	132	18.3	81	13.5	190	17.8
Pressers—Total-----	10,896	100.0	2,509	100.0	4,267	100.0	632	100.0	1,847	100.0	157	100.0	1,484	100.0
Men-----	3,813	35.0	182	7.3	3,348	78.5	45	7.1	169	9.1	8	5.1	61	4.1
Women-----	7,083	65.0	2,327	92.7	919	21.5	587	92.9	1,678	90.9	149	94.9	1,423	95.9
General indirect labor—Total-----	4,189	100.0	921	100.0	1,320	100.0	176	100.0	615	100.0	311	100.0	846	100.0
Men-----	1,013	24.2	165	17.9	476	36.1	45	25.6	138	22.4	65	20.9	124	14.7
Women-----	3,176	75.8	756	82.1	844	63.9	131	74.4	477	77.6	246	79.1	722	85.3
Shipping—Total-----	3,240	100.0	632	100.0	1,186	100.0	162	100.0	451	100.0	279	100.0	530	100.0
Men-----	2,799	86.4	500	79.1	1,131	95.4	151	93.2	364	80.7	240	86.0	413	77.9
Women-----	441	13.6	132	20.9	55	4.6	11	6.8	87	19.3	39	14.0	117	22.1
Maintenance—Total-----	949	100.0	270	100.0	170	100.0	33	100.0	88	100.0	205	100.0	183	100.0
Men-----	855	90.1	241	89.3	156	91.8	30	90.9	70	79.5	187	91.2	171	93.4
Women-----	94	9.9	29	10.7	14	8.2	3	9.1	18	20.5	18	8.8	12	6.6
Supervisory and machinists—Total-----	5,504	100.0	1,172	100.0	2,610	100.0	157	100.0	576	100.0	359	100.0	630	100.0
Men-----	1,532	27.8	445	38.0	597	22.9	38	24.2	147	25.5	110	30.6	195	31.0
Women-----	3,972	72.2	727	62.0	2,013	77.1	119	75.8	429	74.5	249	69.4	435	69.0
Plant clerical—Total-----	879	100.0	284	100.0	210	100.0	30	100.0	99	100.0	157	100.0	99	100.0
Men-----	245	27.9	54	19.0	129	61.4	8	26.7	10	10.1	32	20.4	12	12.1
Women-----	634	72.1	230	81.0	81	38.6	22	73.3	89	89.9	125	79.6	87	87.9

WOMEN'S AND CHILDREN'S APPAREL INDUSTRY

LEARNERS

Learners, apprentices, and handicapped persons are not included in the figures just shown for occupational groups, but data were obtained for 3,630 such employees in the firms visited. The smallest group, 235 persons, was in blouse firms, and the largest, 1,280 persons, was in firms making dozen-priced dresses. Firms making unit-priced dresses, with 52,000 employees reported, had only 692 who were learners or handicapped workers.

The most common earnings paid to learners were 25 cents an hour; the proportion receiving such earnings ranged from 33 percent in blouse firms to 51 percent in firms making the dozen-priced dress. With the exception of the unit-priced-dress and the blouse branches, relatively few of the learners averaged as much as 35 cents an hour; in fact, only from 3 percent in children's outerwear to 15 percent in corsets and allied garments earned 35 cents or more. Twenty-five percent of the learners in blouse firms and 30 percent of those in firms making unit-priced dresses averaged as much as 35 cents.

HOURLY EARNINGS OF EXPERIENCED WORKERS

The hourly earnings presented here are those of experienced workers for whom hour records and earnings records are complete. They were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. Earnings are computed for regular time only, all overtime payments having been eliminated from such computations.

Comparison by branch.

About 11 percent of all experienced workers in the women's and children's apparel industry were earning under 27.5 cents an hour, and 5 percent were earning 27.5 cents but under 30 cents, in the pay-roll period covered in 1939. The proportion of workers at these lower rates varied greatly in the several branches. Workers on unit-priced dresses earned under 30 cents in only 4 percent of the cases, but the proportion with such earnings on dozen-priced dresses and uniforms was 28 percent. Over a fifth of the employees in the children's and infant's outerwear branch and in the underwear and nightwear branch earned under 30 cents, but only 10 percent in corsets and allied garments and only 6.6 percent in blouses had such low earnings.

When 35 cents an hour is used as the point of comparison, 50 percent of the employees in dozen-priced dresses and uniforms, in contrast to 8 percent of those in unit-priced dresses, earned less than that amount. About two-fifths of the workers both in underwear and nightwear and in children's and infant's outerwear earned less than 35 cents an hour. In corsets and allied garments one-fifth of the workers, and in blouses a little over a seventh, had earnings below 35 cents.

TABLE IV.—*Hourly earnings of experienced employees in the WOMEN'S AND CHILDREN'S APPAREL INDUSTRY, by branch of industry*

Hourly earnings (cents)	All employees		Dozen-priced dresses		Unit-priced dresses		Blouses		Children's and infants' outerwear		Corsets and allied garments		Underwear and nightwear	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Number of firms.....	2,287		399		1,104		156		238		100		290	
Number of employees.....	136,337	100.0	31,047	100.0	51,055	100.0	6,765	100.0	16,425	100.0	9,628	100.0	21,417	100.0
Average earnings ¹ (cents).....	55.5		38.5		78.2		53.1		41.3		46.3		41.5	
Under 25.0.....	924	0.7	286	0.9	147	0.3	58	0.9	123	0.7	18	0.2	292	1.4
25.0, under 27.5.....	13,479	9.9	6,060	19.5	1,452	2.8	262	3.9	2,341	14.3	532	5.5	2,832	13.2
27.5, under 30.0.....	6,120	4.5	2,497	8.0	583	1.1	190	2.8	1,065	6.5	375	3.9	1,410	6.6
30.0, under 32.5.....	7,413	5.4	2,736	8.8	807	1.6	233	3.4	1,338	8.5	531	5.5	1,718	8.0
32.5, under 35.0.....	9,474	6.9	3,903	12.6	1,004	2.0	297	4.4	1,912	11.6	450	4.7	1,908	8.9
35.0, under 37.5.....	9,811	7.2	3,377	10.9	993	1.9	410	6.1	1,722	10.5	899	9.3	2,410	11.3
37.5, under 40.0.....	7,152	5.2	2,368	7.6	878	1.7	326	4.8	1,217	7.4	763	7.9	1,600	7.5
40.0, under 42.5.....	7,865	5.8	1,963	6.3	1,585	3.1	487	7.2	1,225	7.5	887	9.2	1,718	8.0
42.5, under 45.0.....	6,240	4.6	1,338	4.3	1,360	2.7	400	5.9	927	5.6	1,055	11.0	1,160	5.4
45.0, under 47.5.....	7,719	5.7	1,311	4.2	3,180	6.2	471	7.0	900	5.5	721	7.5	1,136	5.3
47.5, under 50.0.....	4,728	3.5	759	2.4	1,654	3.2	304	4.5	660	4.0	502	5.2	849	4.0
50.0, under 52.5.....	4,964	3.6	835	2.9	1,680	3.3	592	8.8	584	3.6	487	5.1	736	3.4
52.5, under 55.0.....	3,366	2.5	499	1.6	1,192	2.3	301	4.4	374	2.3	387	4.0	613	2.9
55.0, under 57.5.....	3,724	2.7	405	1.6	1,698	3.3	370	5.5	319	1.9	300	3.7	482	2.3
57.5, under 60.0.....	2,376	1.7	343	1.1	947	1.9	215	3.2	207	1.3	256	2.7	408	1.9
60.0, under 62.5.....	2,570	1.9	282	.9	1,333	2.6	206	3.0	197	1.2	213	2.2	339	1.6
62.5, under 65.0.....	3,380	2.5	339	1.1	2,180	4.3	215	3.2	155	.9	203	2.1	288	1.3
65.0, under 67.5.....	2,295	1.7	168	.5	1,408	2.8	249	3.7	127	.8	151	1.6	192	.9
67.5, under 70.0.....	2,062	1.5	189	.6	1,249	2.4	184	2.7	106	.6	124	1.3	210	1.0
70.0, under 72.5.....	2,000	1.5	133	.4	1,381	2.7	150	2.2	82	.5	98	1.0	156	.7
72.5, under 75.0.....	1,395	1.0	81	.3	1,011	2.0	95	1.4	40	.2	58	.6	110	.5
75.0, under 77.5.....	2,548	1.9	133	.4	2,043	4.0	114	1.7	67	.4	84	.9	107	.5
77.5, under 80.0.....	1,244	.9	89	.3	926	1.8	69	1.0	25	.2	60	.6	75	.4
80.0, under 82.5.....	1,528	1.1	72	.2	1,222	2.4	59	.9	42	.3	46	.5	87	.4
82.5, under 85.0.....	1,029	.8	52	.2	849	1.7	29	.4	21	.1	35	.4	43	.2
85.0, under 87.5.....	1,610	1.2	58	.2	1,372	2.7	52	.8	34	.2	48	.5	46	.2
87.5, under 90.0.....	1,120	.8	75	.2	879	1.7	35	.5	38	.2	39	.4	54	.2
90.0, under 92.5.....	1,805	1.3	69	.2	1,547	3.0	40	.6	67	.4	42	.4	40	.2
92.5, under 95.0.....	1,069	.8	49	.2	923	1.8	18	.3	23	.1	25	.3	26	.1
95.0, under 97.5.....	886	.6	38	.1	769	1.5	20	.3	36	.2	14	.1	9	.1
97.5, under 100.0.....	861	.6	17	.1	730	1.4	16	.2	38	.2	13	.1	38	.2
100.0 and over.....	13,580	10.0	383	1.2	12,059	23.6	298	4.4	363	2.2	152	1.6	325	1.5

¹ The mean—the simple arithmetic average.² Less than 0.05 percent.

The proportion of employees with earnings as high as 75 cents an hour varied from only 3 to 6 percent in firms making children's and infants' outerwear, dozen-priced dresses, underwear and nightwear, and corsets and allied garments, but was 11 percent in blouse firms and as much as 46 percent in unit-priced-dress firms.

The relative position of these branches in the wage scale is clear in the average hourly earnings for all workers in a branch. Workers in unit-priced dresses averaged 78 cents an hour; the branch paying second highest was blouse manufacture, in which average earnings of all workers were 53 cents. Corsets and allied garments were third, with an average of 46 cents. Children's and infants' outerwear and women's and children's underwear and nightwear had about the same average, or a little more than 41 cents. Employees of firms making dresses to sell by the dozen had the lowest earnings, the average for this industry being 38.5 cents.

Comparison by area.

The earnings of all employees for whom earnings data were secured in any one State are influenced by the particular branch of the industry important there. New York City, with just over two-thirds of its firms making the unit-priced dress, had the highest average hourly earnings; for the 45,656 employees scheduled the average was 76.8 cents. Only 3 percent earned under 30 cents an hour and only 12 percent under 40 cents an hour, while as many as 23 percent earned \$1 an hour or more. In Chicago the average hourly earnings of all workers were 49.6 cents; here 16 percent earned under 30 cents and 48 percent earned under 40 cents in the spring of 1939. In New Jersey and Pennsylvania, which ranked second and third in regard to number of employees, the average hourly earnings were respectively 46.8 cents and 44.4 cents. Eighteen percent of the New Jersey workers and 24 percent of those in Pennsylvania had hourly earnings below 30 cents, but in these two States 21 percent and 16 percent, respectively, earned 60 cents an hour or more.

Among the remaining States, average hourly earnings varied from 28.6 cents in Tennessee to 50.2 cents in Connecticut. States in this group in which employees averaged more than 45 cents were California, Minnesota, and Ohio. At a relatively low level, with averages below 35 cents, were—in addition to Tennessee—Utah, Texas, Virginia, and Arkansas and Kentucky. While Arkansas and Kentucky, Tennessee, and Utah employ the majority of their workers on the dozen-priced dress, Texas and Virginia have some children's outerwear and some underwear plants, and Texas has some unit-priced-dress plants as well.

The only States in which less than 10 percent of the women's and children's apparel workers scheduled earned under 30 cents an hour were California, Washington, Minnesota, Wisconsin, and Massachusetts. States in which 18 percent but not 25 percent of all workers had such earnings were New Jersey, Ohio, Indiana, and Pennsylvania. The only areas in which less than half the workers averaged under 40 cents an hour were New York City, Chicago, California, Connecticut, and Minnesota.

TABLE V.—Hourly earnings of experienced employees in the WOMEN'S AND CHILDREN'S APPAREL INDUSTRY, by area

Hourly earnings (cents)	Total employees, all areas ¹		Arkansas and Kentucky		California		Connecticut		Georgia		Illinois				Indiana	
											Chicago		Other Illinois			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Number of employees.....	136,337	100.0	484	100.0	4,376	100.0	6,736	100.0	621	100.0	5,931	100.0	2,088	100.0	2,033	100.0
Average earnings ² (cents).....	55.5		32.0		49.9		50.2		39.5		49.6		36.5		39.4	
Under 25.0.....	924	0.7	1	0.2	38	0.9	13	0.2	15	2.4	28	0.5	12	0.6	5	0.3
25.0, under 27.5.....	13,479	9.9	193	39.9	65	1.5	664	9.9	118	19.0	606	10.2	501	24.0	309	15.2
27.5, under 30.0.....	6,120	4.5	48	9.9	54	1.2	317	4.7	29	4.7	328	5.5	173	8.3	141	6.9
30.0, under 32.5.....	7,413	5.4	56	11.6	74	1.7	332	4.9	51	8.2	346	5.8	221	10.6	202	9.9
32.5, under 35.0.....	9,474	6.9	48	9.9	480	11.0	364	5.4	58	9.3	349	5.9	213	10.2	189	9.3
35.0, under 37.5.....	9,811	7.2	45	9.3	366	8.4	465	6.9	56	9.0	711	12.0	273	13.1	222	10.9
37.5, under 40.0.....	7,152	5.2	27	5.6	355	8.1	377	5.6	28	4.5	499	8.4	182	8.7	149	7.3
40.0, under 42.5.....	7,865	5.8	19	3.9	473	10.8	477	7.1	44	7.1	377	6.4	138	6.6	183	9.0
42.5, under 45.0.....	6,240	4.6	18	3.7	245	5.6	406	6.0	34	5.5	298	5.0	76	3.6	143	7.0
45.0, under 47.5.....	7,719	5.7	7	1.4	367	8.4	433	6.4	36	5.8	284	4.8	47	2.3	110	5.4
47.5, under 50.0.....	4,728	3.5	2	.4	218	5.0	270	4.0	32	5.2	190	3.2	41	2.0	89	4.4
50.0, under 52.5.....	4,964	3.6	8	1.7	273	6.2	456	6.8	32	5.2	186	3.1	36	1.7	76	3.8
52.5, under 55.0.....	3,366	2.5	2	.4	169	3.9	181	2.7	13	2.1	136	2.3	21	1.0	37	1.8
55.0, under 57.5.....	3,724	2.7	1	.2	165	3.8	195	2.9	21	3.4	198	3.3	28	1.3	39	1.9
57.5, under 60.0.....	2,376	1.7	1	.2	110	2.5	133	2.0	12	1.9	120	2.0	14	.7	22	1.1
60.0, under 62.5.....	2,570	1.9			99	2.3	168	2.5	11	1.8	116	2.0	4	.2	17	.8
62.5, under 65.0.....	3,380	2.5	1	.2	154	3.5	184	2.7	4	.6	112	1.9	11	.5	11	.5
65.0, under 67.5.....	2,295	1.7			83	1.9	96	1.4	2	.3	93	1.6	6	.3	15	.7
67.5, under 70.0.....	2,062	1.5	2	.4	73	1.7	113	1.7	8	1.3	65	1.1	9	.4	10	.5
70.0, under 72.5.....	2,000	1.5			70	1.6	118	1.8	3	.5	55	.9	10	.5	6	.3
72.5, under 75.0.....	1,395	1.0			45	1.0	63	.9	1	.2	44	.7	7	.3	9	.4
75.0, under 77.5.....	2,548	1.9	3	.6	61	1.4	80	1.2	3	.5	62	1.0	10	.5	10	.5
77.5, under 80.0.....	1,244	.9			41	.9	58	.9			66	1.1	19	.9	1	(³)
80.0, under 82.5.....	1,529	1.1	1	.2	34	.8	210	3.1	3	.5	46	.8	12	.6	4	.2
82.5, under 85.0.....	1,028	.8			12	.3	58	.9	1	.2	35	.6	3	.1	2	.1
85.0, under 87.5.....	1,611	1.2	1	.2	29	.7	78	1.2	2	.3	33	.6	1	(³)	1	(³)
87.5, under 90.0.....	1,119	.8			35	.8	44	.7			34	.6	2	.1	5	.3
90.0, under 92.5.....	1,805	1.3			28	.6	57	.8			41	.7	1	(³)	2	.1
92.5, under 95.0.....	1,069	.8			10	.2	30	.4			48	.8	5	.2	2	.1
95.0, under 97.5.....	886	.6			8	.2	28	.4			26	.4	1	(³)		
97.5, under 100.0.....	861	.6			10	.2	26	.4	1	.2	30	.5				
100.0 and over.....	13,580	10.0			132	3.0	242	3.6	3	.5	369	6.2	11	.5	22	1.1

Hourly earnings (cents)	Maryland		Massachusetts		Michigan		Minnesota		Missouri		New Jersey		New York			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	New York City		Up-State New York	
Number of employees.....	992	100.0	5,742	100.0	1,949	100.0	973	100.0	5,042	100.0	19,911	100.0	45,656	100.0	9,593	100.0
Average earnings ² (cents).....	41.0		44.7		38.0		47.7		43.5		46.8		76.8		41.3	
Under 25.0.....	14	1.4	37	0.6	45	2.3	16	1.6	18	0.4	123	0.6	116	0.3	74	0.8
25.0, under 27.5.....	214	21.6	255	4.4	299	15.3	16	1.6	941	18.7	2,239	11.2	869	1.9	1,715	17.9
27.5, under 30.0.....	74	7.5	148	2.6	171	8.8	10	1.0	322	6.4	1,247	6.3	508	1.1	810	8.4
30.0, under 32.5.....	134	13.5	197	3.4	191	9.8	29	3.0	356	7.1	1,426	7.2	761	1.7	830	8.6
32.5, under 35.0.....	60	7.0	552	9.6	179	9.2	38	3.9	456	9.0	2,269	11.4	1,093	2.4	883	9.2
35.0, under 37.5.....	65	6.6	1,428	24.9	184	9.4	58	6.0	305	6.0	1,623	8.2	1,289	2.8	785	8.2
37.5, under 40.0.....	55	5.5	556	9.7	165	8.5	138	14.2	270	5.4	1,234	6.2	1,006	2.2	562	5.9
40.0, under 42.5.....	46	4.6	491	8.5	227	11.6	101	10.4	390	7.7	1,108	5.6	1,766	3.9	590	6.2
42.5, under 45.0.....	34	3.4	338	5.9	94	4.8	100	10.3	238	4.7	975	4.9	1,771	3.9	452	4.7
45.0, under 47.5.....	40	4.0	291	5.1	94	4.8	103	10.6	239	4.7	1,049	5.3	3,187	7.0	477	5.0
47.5, under 50.0.....	25	2.5	204	3.6	62	3.2	62	6.4	223	4.4	658	3.3	1,689	3.7	289	3.0
50.0, under 52.5.....	29	2.9	211	3.7	62	3.2	62	6.4	216	4.3	582	2.9	1,692	3.7	354	3.7
52.5, under 55.0.....	28	2.8	108	1.9	25	1.3	52	5.3	113	2.2	488	2.5	1,280	2.8	205	2.1
55.0, under 57.5.....	24	2.4	128	2.2	22	1.1	41	4.2	154	3.1	472	2.4	1,541	3.4	230	2.4
57.5, under 60.0.....	11	1.1	75	1.3	21	1.1	20	2.1	80	1.6	274	1.4	989	2.2	118	1.2
60.0, under 62.5.....	17	1.7	57	1.0	21	1.1	21	2.2	64	1.3	264	1.3	1,314	2.9	121	1.3
62.5, under 65.0.....	14	1.4	86	1.5	18	.9	20	2.1	130	2.6	691	3.5	1,353	3.0	280	2.9
65.0, under 67.5.....	11	1.1	62	1.1	9	.5	20	2.1	55	1.1	358	1.8	1,098	2.4	107	1.1
67.5, under 70.0.....	9	.9	57	1.0	8	.4	17	1.7	65	1.3	285	1.4	963	2.1	97	1.0
70.0, under 72.5.....	9	.9	46	.8	3	.2	9	.9	38	.8	290	1.5	1,008	2.2	78	.8
72.5, under 75.0.....	7	.7	33	.6	6	.6	6	.6	14	.3	169	.8	777	1.7	64	.7
75.0, under 77.5.....	7	.7	48	.8	18	.9	16	1.6	42	.8	181	.9	1,768	3.9	56	.6
77.5, under 80.0.....	5	.5	21	.4	2	.1	1	.1	34	.7	126	.6	705	1.5	37	.4
80.0, under 82.5.....	6	.6	30	.5	2	.1	6	.6	21	.4	196	1.0	772	1.7	60	.6
82.5, under 85.0.....	8	.8	16	.3	5	.3	4	.4	15	.3	116	.6	616	1.3	27	.3
85.0, under 87.5.....	9	.9	21	.4	7	.4	3	.3	16	.3	158	.8	1,090	2.4	64	.7
87.5, under 90.0.....	3	.3	17	.3	5	.3	3	.3	25	.5	126	.6	676	1.5	34	.4
90.0, under 92.5.....	1	.1	27	.5	3	.2	3	.3	11	.2	169	.8	1,314	2.9	25	.3
92.5, under 95.0.....	3	.3	11	.2	2	.1	2	.2	28	.6	122	.6	714	1.6	16	.2
95.0, under 97.5.....			15	.3	2	.1	5	.5	11	.2	74	.4	604	1.3	8	.1
97.5, under 100.0.....	1	.1	10	.2					5	.1	52	.3	637	1.4	14	.1
100.0 and over.....	20	2.0	166	2.9	5	.3	7	.7	147	2.9	767	3.9	10,690	23.4	131	1.4

See footnotes at end of table.

TABLE V.—Hourly earnings of experienced employees in the WOMEN'S AND CHILDREN'S APPAREL INDUSTRY, by area—Con.

Hourly earnings (cents)	Ohio		Pennsylvania		Tennessee		Texas		Utah		Virginia		Wisconsin	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Number of employees.....	2,228	100.0	18,153	100.0	582	100.0	1,756	100.0	271	100.0	621	100.0	523	100.0
Average earnings ¹ (cents).....	47.5		44.4		28.6		33.0		34.9		30.2		44.7	
Under 25.0.....	10	0.4	330	1.8	16	2.7	23	1.3	1	0.4	5	0.8	16	3.0
25.0, under 27.5.....	366	16.4	2,838	15.6	363	62.4	620	35.3	52	19.2	219	35.3	15	2.9
27.5, under 30.0.....	123	5.5	1,223	6.7	79	13.6	194	11.0	34	12.5	68	11.0	23	4.4
30.0, under 32.5.....	164	7.4	1,450	8.0	61	10.5	242	13.8	29	10.7	237	38.2	82	15.7
32.5, under 35.0.....	210	9.4	1,648	9.1	22	3.8	185	10.5	52	19.2	31	5.0		
35.0, under 37.5.....	228	10.2	1,427	7.9	7	1.2	133	7.6	32	11.8	14	2.3	64	12.2
37.5, under 40.0.....	141	6.3	1,215	6.7	7	1.2	83	4.7	17	6.3	9	1.4	72	13.8
40.0, under 42.5.....	115	5.2	1,163	6.4	2	.3	75	4.3	9	3.3	12	1.9	52	9.9
42.5, under 45.0.....	90	4.0	825	4.5	8	1.4	45	2.6	12	4.4	2	.3	33	6.3
45.0, under 47.5.....	69	3.1	778	4.3	4	.7	48	2.7	9	3.3	7	1.1	33	6.3
47.5, under 50.0.....	46	2.1	575	3.2			19	1.1	9	3.3	1	.2	23	4.4
50.0, under 52.5.....	63	2.8	570	3.1	4	.7	20	1.1	5	1.8	5	.8	17	3.3
52.5, under 55.0.....	26	1.2	442	2.4			9	.5	1	.4			29	5.5
55.0, under 57.5.....	32	1.4	412	2.3			8	.5	1	.4	2	.3	8	1.5
57.5, under 60.0.....	66	3.0	298	1.6			3	.2	2	.7			4	.8
60.0, under 62.5.....	28	1.3	235	1.3	1	.2	4	.2					8	1.5
62.5, under 65.0.....	36	1.6	256	1.4	1	.2	11	.6	2	.7	2	.3	3	.6
65.0, under 67.5.....	22	1.0	255	1.4			1	.1	1	.4	1	.2		
67.5, under 70.0.....	16	.7	256	1.4	1	.2	3	.2	1	.4			4	.8
70.0, under 72.5.....	39	1.8	208	1.1			4	.2	1	.4	1	.2	4	.8
72.5, under 75.0.....	16	.7	135	.7			2	.1			1	.2	2	.4
75.0, under 77.5.....	23	1.0	154	.8			3	.2					3	.6
77.5, under 80.0.....	18	.8	105	.6	1	.2	2	.1			1	.2	1	.2
80.0, under 82.5.....	28	1.3	96	.5			1	.1					1	.2
82.5, under 85.0.....	17	.8	90	.5			1	.1					2	.4
85.0, under 87.5.....	15	.7	80	.4			2	.1					1	.2
87.5, under 90.0.....	15	.7	88	.5									5	1.0
90.0, under 92.5.....	20	.9	100	.6			2	.1			2	.3	1	.2
92.5, under 95.0.....	22	1.0	53	.3			2	.1					1	.2
95.0, under 97.5.....	16	.7	87	.5			1	.1						
97.5, under 100.0.....	9	.4	65	.4			1	.1						
100.0 and over.....	139	6.2	696	3.8	5	.9	9	.5	1	.4	1	.2	16	3.0

¹ Total includes Washington State, not shown separately.² The mean—the simple arithmetic average.³ Less than 0.05 percent.

Part II.—WOMEN'S DOZEN-PRICED DRESSES

This branch of the women's and children's apparel industry includes such women's dresses, sportswear, house coats, and service aprons, service accessories, and uniforms as are wholesaled by the dozen. While much of this production is washable and much is worn for work or informal play, no single characteristic describes the group today except the system by which the garments are wholesaled. The wholesale-price groups commonly used in the trade are these: \$8.50 and under, over \$8.50 and including \$15.75, over \$15.75 and including \$42, over \$42 and including \$57, and over \$57—in each case for a dozen garments.

Only one firm making this type of dress was found to be producing also a dress selling by the unit; this firm was in Georgia. However, about one-sixth of the firms made a secondary product during the payroll period covered in the survey. These products were chiefly juniors' and children's dresses and playsuits, blouses and skirts, underwear, housecoats and bathrobes, men's service uniforms, men's shirts, pajamas, and shorts, or products other than apparel.

This dozen-priced dress and uniform branch is scattered more widely than any other branch of the women's apparel industry. Factories were found in 22 States in the course of the survey, and the 1937 Census reports one or two plants in a number of other States not included in the survey. These census data are not included in the scope table because the 1939 survey experience showed that many plants operating formerly in smaller cities away from style centers had closed down since 1937.

Because this branch is less concentrated in metropolitan areas than are some other lines of the apparel industry, the inside manufacturer dominates the industry. Two-thirds of the firms included in the survey were inside manufacturers and over one-fourth (27 percent) were contract shops. All the firms scheduled in Arkansas, Georgia, Indiana, Kentucky, Michigan, Minnesota, Ohio, Tennessee, Texas, Utah, and Wisconsin, and the majority in all other areas but New Jersey, were inside manufacturers. New Jersey had the largest number of contractors, 31, followed by Pennsylvania with 19, New York City and Illinois each with 12, and California with 10. Other contract shops, fewer than 10 in each case, were in Connecticut, Maryland, Massachusetts, Missouri, up-State New York, and Virginia. In California the Chinese contractor is a factor in this industry. The jobber manufacturers scheduled, the remaining 7 percent, were—according to number—in New York City, California, Pennsylvania, New Jersey, Illinois, Massachusetts, and Washington.

Scope of survey.

Through consultation with State departments of labor, local trade associations, union officials, chambers of commerce, and local telephone companies, there were located 816 firms whose major product in the spring of 1939 was a woman's outer garment for wear at work or play, a garment that wholesaled by the dozen. These firms employed 48,704 workers. Almost half the firms (399) contributed pay-roll data for survey purposes; these employed 32,612 factory workers, or about two-thirds of all the employees in this branch of the industry. Table I shows the representation of each State in the survey sample.

Pay-roll data were secured for a week of good production, usually in March or April 1939; the plants were visited from February to May.

TABLE I.—*Extent and location of the DOZEN-PRICED-DRESS INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Firms in business, spring of 1939			Firms included in survey				
	Firms— Number	Factory employees		Firms— Number	Factory employees			
		Number	Percent		Total number	Percent	Men	Women
Total.....	816	48,704	100.0	399	32,612	100.0	2,920	29,692
Percent.....	100.0	100.0		49.0	67.0			
California.....	77	2,195	4.5	39	1,455	4.5	166	1,289
Connecticut.....	13	852	1.7	8	649	2.0	47	602
Georgia.....	7	497	1.0	5	337	1.0	27	310
Illinois.....	80	6,545	13.4	41	4,389	13.5	348	4,041
Indiana.....	16	2,016	4.1	7	1,342	4.1	123	1,219
Maryland.....	29	1,467	3.0	12	709	2.2	100	609
Massachusetts.....	49	2,886	5.9	20	1,726	5.3	136	1,590
Michigan.....	9	1,469	3.0	6	1,091	3.3	102	989
Minnesota.....	11	488	1.0	7	422	1.3	20	402
Missouri.....	29	3,750	7.7	17	2,794	8.6	235	2,559
New Jersey.....	95	5,097	10.5	45	3,374	10.3	264	3,110
New York.....	187	6,939	14.2	81	5,009	15.4	629	4,380
Ohio.....	27	2,112	4.3	17	1,671	5.1	127	1,544
Pennsylvania.....	123	8,490	17.4	60	4,697	14.4	396	4,301
Tennessee.....	4	567	1.2	4	567	1.7	38	529
Texas.....	17	1,025	2.1	10	857	2.6	53	804
Utah.....	9	342	.7	5	304	.9	19	285
Wisconsin.....	10	1,014	2.1	4	489	1.5	33	456
Other ¹	24	953	2.0	11	730	2.2	57	673

¹ Includes Arkansas, Kentucky, Oregon, Washington, and Virginia, all of them but Oregon included in the Women's Bureau survey.

Only 4 States had as many as one-tenth of all the employees reported in the industry in 1939. Over one-sixth (17 percent) of the workers were in Pennsylvania, 14 percent were in New York, 13 percent in Illinois, and 11 percent in New Jersey. Of the 32,612 for whom earnings and hours worked were reported, the largest group, 15 percent, were in New York, followed by 14 percent in Pennsylvania and in Illinois, and 10 percent in New Jersey.

Employees in the dress industry are largely women. They comprised 91 percent of the workers in the firms scheduled. By State, the proportion that women comprised of the total work force varied

from 86 percent in Maryland to 95 percent in Minnesota; it was over 90 percent in every case but California, Maryland, and New York.

Most of the dress-manufacturing establishments had few employees. Over one-fourth (28 percent) of the 399 firms scheduled had fewer than 25 workers and one-fourth had 25 but not so many as 50. Ninety-nine firms, about one-fourth of the total, employed 100 or more workers, but only 6 had as many as 500.

Labor costs.

Total labor costs and total manufacturing costs for 1938 were reported by 20 percent of the firms scheduled. These firms were inside shops, except in a few instances where jobbers reported their costs including the cost of contracting. The firms reporting were situated in 17 States and in both large and smaller cities. For all firms combined, labor costs were 25 percent of total costs. In areas in which costs were reported for 3 or more firms, the proportion labor costs comprised of total costs varied from 12 percent in Ohio and 20 percent in Indiana and New York City to more than 25 percent in Illinois, Minnesota, Missouri, and Maryland, and as much as 36 percent in Pennsylvania. Some of the 81 firms reporting on total costs of operation did not report on manufacturing costs; the 77 firms reporting on the latter had labor costs that were 31 percent of manufacturing costs. In Ohio labor costs were only 17 percent of manufacturing costs, but in Pennsylvania they were 45 percent and in New York City 49 percent of manufacturing costs. In 9 other areas the proportion labor costs were of manufacturing costs varied from 27 percent in Utah and Texas to 35 percent in Missouri.

Learners.

Their policy in regard to the employment of learners was reported by 140 firms, or 35 percent of the total number scheduled. Approximately one-third of these firms reported that they had no specific learning period, the time required to become experienced depending on the ability of the individual. However, in 94 firms workers were considered as learners for a definite time, this being 4 weeks or less in 30 firms, and over 4 and including 8 weeks in 25. As many as 17 firms reported 4 months or longer as the time required to become experienced.

All but 3 firms making a statement as to policy reported also the rates paid to learners; 73 paid time rates and 64 piece rates. In 50 firms the time rate was 25 cents an hour—\$10 for 40 hours, \$11 for 44—or, in agreement with State regulations, varying according to weeks of experience. Sixteen firms paid hourly rates of less than 25 cents (15 to 20 cents) or paid weekly rates of \$6 to \$8 for 35 to 40 hours, or \$9 to \$10 for 44. In 7 firms hourly rates varied from 27½ to 35 cents and weekly rates from \$11 to \$16.50 for 40 or 44 hours.

Learners were paid piece rates in 64 firms, about two-thirds of which had a guaranteed minimum. This guarantee was 25 cents an

hour in 34 firms, and in the 6 others was variously \$6 for a 40-hour week, or 20 or 20½ cents an hour, or even as much as 35 cents an hour.

The total number of employees reported as learners was 1,092. In addition there were 188 handicapped persons. Nearly four-fifths of the combined group were machine operators and one-tenth were hand finishers, inspectors, and packers. The majority of the total group, 51 percent, had earnings of 25 cents and 18 percent earned less than 25 cents. Only 16 percent of these workers earned more than 30 cents an hour. The earnings of learners and handicapped persons are not included in any table of earnings.

EARNINGS AND HOURS

Hourly earnings.

The number of incomplete pay-roll records in this branch of the industry was negligible, and the tables on hourly earnings that follow show the earnings of practically all (99.8 percent) of the experienced workers in the plants scheduled. They were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. Earnings were computed for regular time only, all over-time payments being eliminated from the computations.

Earnings information is shown not only by State but for New York City, Chicago, Boston, St. Louis, Philadelphia, and Cleveland, as the spread of the industry in smaller centers of the same States warranted such tabulation.

Table II shows that in the spring of 1939 about 20 percent of all workers on dozen-priced dresses or uniforms had hourly earnings approximately the same as the minimum rate (25 cents) set for the first year by the Fair Labor Standards Act. A total of 28.4 percent earned under 30 cents; half the workers (49.8 percent) earned under 35 cents; and over two-thirds (68.3) earned under 40 cents. The average hourly earnings of all workers were 38.5 cents.

Average hourly earnings of workers in the various areas ranged from 27.8 cents in Virginia and 28.6 cents in Tennessee to 46.1 cents in Philadelphia and to 47.5 cents in New York City. Other areas in which the workers had relatively high hourly earnings, over 40 cents, were Boston, other Ohio, California, other Missouri, Connecticut, Minnesota, and Wisconsin. Besides Virginia and Tennessee, workers in Utah, Texas, other Illinois, Michigan, other Pennsylvania, and Arkansas and Kentucky combined averaged less than 35 cents an hour.

While earnings in New York City, Philadelphia, and Boston were materially higher than earnings elsewhere in New York, Pennsylvania, and Massachusetts, average earnings in Chicago were only 3½ cents higher than in the remainder of Illinois. In Ohio earnings were higher in other parts of the State than in Cleveland, and in Missouri earnings were higher in other parts of the State than in St. Louis.

The areas in which a significant proportion of the employees, one-fifth or more, earned as much as 50 cents were Boston (20 percent), California (23 percent), Connecticut (25 percent), other Ohio (26 percent), New York City (28 percent), and other Missouri and Phil-

adelphia (31 percent in each). The summary following shows for each area the smallest range of consecutive 2½-cent intervals that contains the earnings of the majority of employees, arranged according to the amount of the highest interval included.

New York City	58 percent earned 32½ and under 47½ cents.
Boston	57 percent earned 35 and under 45 cents.
Minnesota	56 percent earned 35 and under 45 cents.
Wisconsin	60 percent earned 32½ and under 42½ cents.
California	56 percent earned 32½ and under 42½ cents.
Philadelphia	52 percent earned 25 and under 42½ cents.
Other Missouri	52 percent earned 25 and under 40 cents.
Connecticut	51 percent earned 25 and under 40 cents.
Chicago	63 percent earned 25 and under 37½ cents.
Other Massachusetts	59 percent earned 32½ and under 37½ cents.
Other Ohio	53 percent earned 25 and under 37½ cents.
Indiana	52 percent earned 25 and under 37½ cents.
Utah	62 percent earned 25 and under 35 cents.
New Jersey	60 percent earned 25 and under 35 cents.
Maryland	58 percent earned 25 and under 35 cents.
Georgia	57 percent earned 25 and under 35 cents.
Cleveland	56 percent earned 25 and under 35 cents.
Up-State New York	55 percent earned 25 and under 35 cents.
St. Louis	53 percent earned 25 and under 35 cents.
Arkansas and Kentucky	61 percent earned 25 and under 32½ cents.
Other Pennsylvania	59 percent earned 25 and under 32½ cents.
Michigan	53 percent earned 25 and under 32½ cents.
Texas	51 percent earned 25 and under 32½ cents.
Other Illinois	50 percent earned 25 and under 32½ cents.
Virginia	73 percent earned 25 and under 27½ cents.
Tennessee	63 percent earned 25 and under 27½ cents.

¹ 50.1.

Lowest earnings in this branch were in Virginia, where 73 percent of all experienced workers earned under 27½ cents an hour and 85 percent earned under 30 cents. In Tennessee 65 percent earned under 27½ cents and 79 percent under 30 cents. In Arkansas and Kentucky combined, one-half earned under 30 cents. Earnings in Georgia and in Texas were higher than in some eastern and midwestern States. While 37 percent of the workers in each of these southern States earned under 30 cents an hour, in Pennsylvania other than Philadelphia 51 percent of the workers, in Michigan 43 percent, and in Illinois other than Chicago 38 percent, earned less than 30 cents.

TABLE II.—*Hourly earnings of experienced employees in the DOZEN-PRICED-DRESS INDUSTRY, by area*

Hourly earnings (cents)	All areas		California	Connecticut	Georgia	Illinois		Indiana	Maryland	Massachusetts		Michigan	Minnesota
	Number of employees ¹	Percent				Chicago	Other Illinois			Boston	Other Massachusetts		
Total employees.....	31,047	100.0	1,337	602	306	2,696	1,468	1,268	687	610	934	1,008	371
Average earnings ² (cents).....	38.5		43.4	41.9	35.2	37.6	34.1	38.6	36.4	44.2	36.0	33.0	41.6
<i>Percent of employees</i>													
Under 25.0.....	286	0.9	1.5	0.2	4.6	0.6	0.7	0.2	1.6	---	1.5	4.1	---
25.0, under 27.5.....	6,060	19.5	2.4	17.3	26.1	18.0	28.4	18.2	23.9	1.6	5.2	25.0	3.5
27.5, under 30.0.....	2,497	8.0	1.5	5.5	6.2	8.7	9.3	6.8	8.5	2.0	3.4	14.0	1.9
30.0, under 32.5.....	2,736	8.8	1.9	6.0	10.1	9.2	12.3	6.8	16.8	2.5	2.9	14.4	7.3
32.5, under 35.0.....	3,903	12.6	21.1	7.3	14.7	8.1	12.3	9.5	8.6	3.6	37.4	11.7	6.7
35.0, under 37.5.....	3,377	10.9	10.6	10.5	10.5	18.8	11.6	8.7	7.4	24.4	21.8	10.0	8.9
37.5, under 40.0.....	2,368	7.6	12.7	4.0	3.3	10.9	8.5	7.0	7.0	11.5	7.7	7.0	22.4
40.0, under 42.5.....	1,963	6.3	11.7	5.1	7.2	6.5	6.0	9.6	4.8	13.1	5.5	2.9	17.0
42.5, under 45.0.....	1,338	4.3	4.3	9.6	4.2	4.2	2.3	7.2	4.1	7.7	4.7	2.6	8.1
45.0, under 47.5.....	1,311	4.2	6.7	6.5	2.9	3.8	2.0	6.5	4.2	7.7	2.7	2.4	7.0
47.5, under 50.0.....	759	2.4	2.9	3.7	1.0	2.1	1.4	5.4	1.9	5.7	2.1	.9	3.8
50.0, under 55.0.....	1,384	4.5	8.0	7.2	3.0	2.5	1.5	5.8	3.5	9.7	2.3	1.8	5.7
55.0, under 60.0.....	838	2.7	3.4	4.5	1.7	1.5	1.0	2.6	1.3	3.2	1.4	1.2	1.8
60.0, under 75.0.....	1,192	3.8	6.3	9.8	2.6	1.9	1.2	2.4	3.9	3.6	.8	.8	3.8
75.0, under 100.0.....	652	2.1	3.8	2.4	1.0	2.1	.9	1.4	1.9	1.7	.4	1.2	2.0
100.0 and over.....	383	1.2	1.0	.6	1.0	1.1	.5	.6	.4	2.0	---	.1	.3

Hourly earnings (cents)	Missouri		New Jersey	New York		Ohio		Pennsylvania		Tennessee	Texas	Utah	Virginia	Wisconsin	Other States ¹
	St. Louis	Other Missouri		New York City	Up-State New York	Cleveland	Other Ohio	Philadelphia	Other Pennsylvania						
Total employees.....	1,132	1,544	3,243	2,230	2,597	888	694	2,067	2,547	560	833	271	207	446	494
Average earnings ² (cents).....	37.4	42.7	36.7	47.5	37.0	33.1	43.5	46.1	32.7	28.6	34.6	34.9	27.8	41.6	32.0
Percent of employees															
Under 25.0.....	0.3	0.5	0.7	0.4	1.2	0.2	0.4	0.8	1.5	1.8	1.2	0.4	0.5	-----	0.2
25.0, under 27.5.....	20.9	20.6	17.6	2.6	22.5	28.5	12.5	8.1	38.6	63.4	23.7	19.2	72.9	2.7	39.9
27.5, under 30.0.....	8.2	7.3	10.4	3.0	11.7	6.9	7.5	5.6	10.9	13.7	12.4	12.5	11.1	3.1	9.9
30.0, under 32.5.....	8.2	7.4	10.3	4.2	9.6	7.9	10.2	10.0	9.7	10.5	14.9	10.7	6.8	4.3	11.6
32.5, under 35.0.....	15.2	7.9	21.6	11.0	11.3	13.1	10.7	6.2	10.8	3.7	12.8	19.2	2.9	18.2	9.9
35.0, under 37.5.....	10.4	4.9	10.6	11.1	9.5	11.0	12.4	8.4	7.8	1.1	9.6	11.8	.5	14.4	9.3
37.5, under 40.0.....	8.5	4.1	6.5	9.5	6.1	7.9	6.5	7.0	5.3	1.2	6.2	6.3	1.0	15.9	5.6
40.0, under 42.5.....	5.4	6.9	4.6	10.7	5.0	5.2	5.0	6.6	3.4	.4	5.3	3.3	.5	11.2	3.9
42.5, under 45.0.....	5.1	3.2	3.1	7.2	3.9	3.5	4.6	5.4	2.0	1.1	3.5	4.4	.5	6.7	3.7
45.0, under 47.5.....	3.5	4.9	2.9	8.4	3.8	2.9	2.4	6.2	2.2	.7	3.6	3.3	1.0	6.5	1.4
47.5, under 50.0.....	3.0	1.6	1.5	4.3	2.1	1.2	2.0	4.5	1.3	-----	1.3	3.3	-----	4.7	.4
50.0, under 55.0.....	3.1	9.4	2.9	7.5	4.1	1.3	6.5	9.2	2.2	.7	1.9	2.2	1.0	6.1	2.1
55.0, under 60.0.....	1.7	6.8	2.0	5.9	2.6	2.2	2.3	6.5	1.5	-----	.3	1.1	-----	1.1	.4
60.0, under 75.0.....	3.1	9.4	2.8	6.6	4.3	2.5	9.3	7.9	2.1	.6	1.6	1.9	1.0	1.9	.6
75.0, under 100.0.....	2.6	3.7	1.3	4.0	1.6	4.1	3.7	4.6	.4	.2	.8	-----	.5	1.9	1.0
100.0 and over.....	.9	1.5	1.2	3.7	.8	1.7	3.9	2.8	.2	.9	.7	.4	-----	1.1	-----

¹ Total includes Washington State, with 3 firms and 17 employees, not shown separately.

² The mean—the simple arithmetic average.

³ Arkansas and Kentucky.

Hourly earnings by wholesale price of dress.—How extensively are earnings influenced by the price at which these dresses and uniforms are sold? Table III shows that when earnings in the major price groupings are totaled, employees in firms specializing on garments at \$8.50 and under a dozen are found to have averaged less than those on higher-priced garments, or 35.2 cents an hour in contrast to 39.1 cents in firms making dresses to wholesale at over \$8.50 and including \$15.75 a dozen, and compared to 41.9 cents an hour on those to wholesale at over \$15.75 a dozen.

While earnings generally were higher on the higher-priced dresses in the several States, there were exceptions to this. For example, New Jersey earnings on the dresses at over \$8.50 and including \$15.75 a dozen averaged but 33.5 cents an hour, compared to 35.3 cents on the lower-priced dresses. In Ohio and in up-State New York, employees on the middle-priced group earned 49.5 cents and 40.1 cents, respectively, compared to 35.3 cents and 35.8 cents on dresses at over \$15.75 a dozen. In California, workers on the low-priced dress, that at \$8.50 and under a dozen, averaged 45.5 cents, or 3.3 cents more than those on the middle-priced dress and 1 cent more than those on the highest-priced dress.

TABLE III.—Average hourly earnings of experienced employees in the DOZEN-PRICED-DRESS INDUSTRY, by wholesale price of dress and by area

Area	Dresses and uniforms priced at —								
	\$8.50 and under a dozen			Over \$8.50 and including \$15.75 a dozen			Over \$15.75 a dozen		
	Employees ¹		Average hourly earnings ² (cents)	Employees ¹		Average hourly earnings ² (cents)	Employees ¹		Average hourly earnings ² (cents)
	Firms—Number	Number		Firms—Number	Number		Firms—Number	Number	
All areas ³	150	11,593	35.2	136	9,886	39.1	113	9,568	41.9
California.....	3	106	45.5	16	658	42.2	20	573	44.5
Connecticut.....	3	173	35.9	1	—	—	4	381	45.1
Chicago.....	16	1,063	34.9	6	537	38.4	6	1,096	39.9
Other Illinois.....	8	868	31.7	5	600	37.5	—	—	—
Indiana.....	3	564	33.3	1	—	—	3	443	42.3
Maryland.....	3	154	31.3	6	396	37.7	3	137	38.2
Massachusetts.....	9	1,201	38.7	5	239	39.9	6	104	43.7
Michigan.....	4	942	32.3	2	66	43.4	—	—	—
Minnesota and Wisconsin.....	1	—	—	5	465	41.7	5	348	41.6
Missouri.....	4	168	35.1	7	1,207	34.7	6	1,301	46.6
New Jersey.....	19	1,552	35.3	14	764	33.5	12	927	41.9
New York City.....	31	1,369	45.9	15	484	46.0	8	377	55.4
Up-State New York.....	5	409	31.0	12	1,197	40.1	10	991	35.8
Ohio.....	4	237	34.6	8	588	49.5	5	757	35.3
Philadelphia.....	9	216	44.5	15	821	43.7	14	1,030	48.3
Other Pennsylvania.....	12	1,290	30.0	8	870	36.2	2	387	33.9
Tennessee.....	3	431	28.5	1	—	—	—	—	—
Texas.....	1	—	—	3	114	28.2	6	676	35.5
Utah.....	2	127	33.0	2	128	36.7	1	—	—
Virginia.....	4	131	28.9	1	—	—	—	—	—
Other ⁴	4	537	32.4	2	229	34.1	2	24	(⁵)

¹ Where only one firm is reported, employees and earnings are included in total but not shown separately.

² The mean—the simple arithmetic average.

³ Total includes Washington State, with 3 firms and 17 employees, not shown separately.

⁴ Arkansas, Georgia, and Kentucky.

⁵ Not computed; base too small.

Average hourly earnings of employees in firms competing in the same price market ranged on the dress at \$8.50 and under a dozen from 28.5 cents in Tennessee and 28.9 cents in Virginia to 45.5 cents in California and 45.9 cents in New York City. On the dress priced at over \$8.50 and including \$15.75 a dozen the earnings range was from 28.2 cents in Texas to 49.5 cents in Ohio. On dresses priced at over \$15.75 a dozen the range was from 35.3 cents in Ohio, 35.5 cents in Texas, and 35.8 cents in up-State New York, to 55.4 cents in New York City.

Hourly earnings by type of organization.—Comparison has been made of earnings in contract shops with earnings in inside manufacturers' shops in the Metropolitan District, comprising New York, New Jersey, and Connecticut, where contractors are most numerous. In New Jersey the average hourly earnings in contract shops were 35.3 cents an hour, while in inside manufacturers' plants they were 36.6 cents. The difference is mainly accounted for by the presence of a few more high-priced men in inside plants, men employed by the jobber when the sewing is done by contractors. In Connecticut the same relation exists, that is, earnings are slightly higher in inside shops than in contract shops. In New York City, however, workers in contract shops averaged 46.4 cents compared to 44.7 cents in regular factories, and in plants in up-State New York workers in contract shops made 43.4 cents compared to 35 cents in inside shops. Jobbers' employees averaged about 71 cents an hour both in New York City and in New Jersey.

Hourly earnings by occupation.—The relative proportions of men and women employed in firms making dozen-priced dresses and uniforms are very similar to those in other women's apparel industries, and due to the fact that some types of work are performed largely by men and others almost wholly by women, a tabulation of hourly earnings by occupation gives a fairly accurate indication of the relative wage levels of men and women.

Machine operators comprised the largest group of workers in the plants scheduled, numbering 20,455, or 65 percent of the total reported. Almost seven-eighths of this group of workers were paid on a piece-work basis. In roughly three-fourths of the plants employing machine operators on a piece-work basis, and including all the larger firms, the operators worked on the sectional method of production; that is, the work on each garment was divided and each operator did only one part of it. The second largest group of workers, 3,476, or 11 percent of the total, were hand finishers, inspectors, and packers. Over 99 percent of the employees in these two occupational classes were women. The third largest group, 2,509 persons or 8 percent of the total, were pressers, and 93 percent of this group were women.

The most important occupation for men was cutting; approximately 5 percent of the total, or 1,613 persons, were in this group, and 72 percent of them were men. Other groups that consisted largely of men were the shipping workers and the plant maintenance workers. Together these groups comprised 3 percent of the total reported. The remaining workers, about 8 percent, were general indirect workers, plant clerical workers, and supervisors and machinists. Over four-fifths of the indirect factory workers and the clerical workers, and over three-fifths of the supervisory and machinist group, were women.

Occupation	All employees	Men	Women	
			Number	Percent
Total.....	31, 332	2, 884	28, 448	90. 8
Machine operators.....	20, 455	119	20, 336	99. 4
Hand finishers, inspectors, and packers.....	3, 476	21	3, 455	99. 4
Cutters.....	1, 613	1, 157	456	28. 3
Pressers.....	2, 509	182	2, 327	92. 7
General indirect labor.....	921	165	756	82. 1
Shipping.....	632	500	132	20. 9
Maintenance.....	270	241	29	10. 7
Supervisory and machinists.....	1, 172	445	727	62. 0
Plant clerical.....	284	54	230	81. 0

In each area the largest occupational group was the machine operators, the proportions varying from 56 percent in New York City to 70 percent in Pennsylvania outside of Philadelphia and to 72 percent in Boston and in Virginia. In all but four areas the hand finishers, inspectors, and packers made up the second largest group, the proportions of workers in this class varying from 6 percent in Utah to 15 percent in Cleveland and 18 percent in Connecticut. In Maryland hand workers were fewer in number than pressers or cutters, and in Minnesota, Philadelphia, and Virginia the pressers were the second largest group. In the Utah plants there were as many cutters as hand workers.

The average hourly earnings of the workers in the various occupations are shown in table IV. Among the manufacturing workers the highest earnings were paid to cutters and the lowest to the hand workers and the general indirect workers. Average hourly earnings of the cutters were 59.4 cents, but for the hand workers they were only 33.7 cents and for the general indirect workers only 33.3 cents. Unpublished figures show that three-tenths (31 percent) of the cutters had earnings below 40 cents, but the same proportion had earnings of 70 cents or more. In contrast to this, 34 percent of the hand finishers, inspectors, and packers and as many as 38 percent of the indirect factory workers had earnings below 30 cents, and only 5 percent of the workers in each of these groups earned as much as 50 cents.

Machine operators, much the largest of the occupational groups, averaged 36.3 cents an hour. There was a heavy concentration at 25 and under 40 cents, 71 percent of the workers falling in these classes. Only about 1 in 9 of the machine operators had earnings as high as 50 cents an hour. Pressers averaged slightly more than machine operators, 38.2 cents, but two-thirds of the pressers had earnings of 25 and under 40 cents and just over 12 percent received 50 cents or more.

The nonmanufacturing workers had average earnings varying from 38.7 cents for the plant clerical workers and 38.9 cents for the plant maintenance workers to 42.8 cents for the shippers and 66.8 cents for the supervisors and machinists. Only about one-fifth of the supervisors and machinists had earnings below 40 cents, but 53 percent of the shipping force, 62 percent of the clerical workers, and 64 percent of the maintenance workers had such earnings.

Among the different areas the average hourly earnings of machine operators varied from less than 30 cents in Virginia (26.4 cents) and Tennessee (27.2 cents) to 40.6 cents in Minnesota, 40.7 cents in California and Ohio outside of Cleveland, 42.6 cents in Boston, 43.7

TABLE IV.—Average hourly earnings of experienced employees in the DOZEN-PRICED-DRESS INDUSTRY, by occupation and by area

Area	All factory employees (91 percent women)		Machine operators (99 percent women)		Hand finishers, inspectors, and packers (99 percent women)		Cutters (28 percent women)		Pressers (93 percent women)		General indirect labor (82 percent women)		Shipping (21 percent women)		Maintenance (11 percent women)		Supervisory and machinists (62 percent women)		Plant clerical (81 percent women)	
	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)
All areas ¹	31,047	38.5	20,307	36.3	3,472	33.7	1,598	59.4	2,482	33.2	916	33.3	624	42.8	253	38.9	1,121	66.8	269	38.7
California.....	1,337	43.4	847	40.7	141	37.2	103	61.0	106	41.9	29	39.4	34	48.7	10	—	61	65.6	6	—
Connecticut.....	602	41.9	377	43.7	111	35.3	18	—	37	44.9	19	—	10	—	—	—	15	—	15	—
Georgia.....	306	35.2	177	35.0	39	28.8	17	—	30	24.6	7	—	12	—	6	—	16	—	2	—
Chicago.....	2,696	37.6	1,800	34.4	273	35.0	159	61.5	210	37.5	37	35.7	75	41.4	18	—	91	63.3	33	43.3
Other Illinois.....	1,468	34.1	1,018	32.1	133	31.2	68	43.8	117	34.7	16	—	23	—	14	—	67	55.1	12	—
Indiana.....	1,238	38.6	785	36.0	128	37.2	76	51.3	87	39.8	55	36.0	52	40.6	12	—	60	57.5	13	—
Maryland.....	687	36.4	440	32.9	47	32.6	58	53.6	75	36.9	22	—	19	—	6	—	17	—	3	—
Boston.....	610	44.2	440	42.6	72	36.2	24	—	34	40.8	7	—	13	—	5	—	14	—	1	—
Other Massachusetts.....	934	36.0	646	35.2	111	34.3	28	50.0	70	38.0	50	37.1	3	—	8	—	5	—	13	—
Michigan.....	1,008	33.0	700	31.1	94	31.9	64	45.0	66	31.3	21	—	19	—	10	—	29	45.9	5	—
Minnesota.....	371	41.6	240	40.6	34	39.0	27	49.2	35	41.4	16	—	10	—	2	—	62	—	2	—
St. Louis.....	1,132	37.4	716	35.2	121	32.4	75	54.8	92	39.8	33	29.6	6	—	16	—	62	53.4	11	—
Other Missouri.....	1,544	42.7	999	39.2	152	41.2	72	65.7	92	45.2	70	39.4	17	—	26	42.5	76	71.9	40	40.0
New Jersey.....	3,243	36.7	2,174	35.2	433	30.8	111	62.0	239	37.1	128	28.5	47	45.3	19	—	76	82.2	16	—
New York City.....	2,230	47.5	1,242	45.1	303	37.0	112	84.7	231	41.5	99	35.6	103	46.0	10	—	110	91.8	20	—
Up-State New York.....	2,597	37.0	1,721	35.2	319	30.5	110	54.2	164	39.8	95	30.8	22	—	23	—	105	67.1	37	39.4
Cleveland.....	888	38.1	576	34.1	130	33.6	51	65.7	41	45.6	38	37.1	11	—	4	—	30	102.4	7	—
Other Ohio.....	694	43.5	438	40.7	95	35.9	52	70.1	41	40.8	20	—	10	—	9	—	25	74.7	3	—
Philadelphia.....	2,067	46.1	1,276	45.1	217	35.2	126	82.0	289	40.0	28	32.1	59	43.8	8	—	64	70.9	—	—
Other Pennsylvania.....	2,547	32.7	1,779	31.4	258	30.0	104	47.4	220	34.4	57	29.6	38	38.7	13	—	72	46.3	6	—
Tennessee.....	560	28.6	369	27.2	57	26.4	27	34.2	42	26.0	20	—	8	—	9	—	17	—	11	—
Texas.....	833	34.6	560	32.4	86	32.1	45	46.5	64	34.8	8	—	12	—	10	—	43	52.8	5	—
Utah.....	271	34.9	186	33.3	17	—	17	—	15	—	11	—	4	—	3	—	13	—	5	—
Virginia.....	207	27.8	150	26.4	13	—	7	—	18	—	4	—	2	—	4	—	7	—	2	—
Wisconsin.....	446	41.6	300	38.7	42	41.1	27	52.5	33	39.5	10	—	4	—	4	—	26	71.0	—	—
Other ²	484	32.0	334	30.8	46	32.5	20	—	34	32.9	16	—	11	—	9	—	13	—	1	—

¹ The mean—the simple arithmetic average. Not computed where base less than 25. ² Total includes Washington State, with 3 firms and 17 employees, not shown separately.

³ Arkansas and Kentucky.

cents in Connecticut, and 45.1 cents in New York City and Philadelphia. In 10 areas the earnings varied from 30 to 35 cents and in 7 areas from over 35 to 40 cents. The hand finishers, inspectors, and packers had average earnings varying from 26.4 cents in Tennessee, 28.8 cents in Georgia, and 30 to 31 cents in Pennsylvania other than Philadelphia, up-State New York, and New Jersey, to 41.1 cents in Wisconsin and 41.2 cents in Missouri other than St. Louis. They averaged about 35 cents in Philadelphia and Chicago and 37 cents in New York City.

Cutters, the large majority of whom were men, averaged more than 80 cents an hour in New York City and Philadelphia and 70 cents in Ohio outside of Cleveland, but in Tennessee they averaged only 34.2 cents. Other areas paying relatively high wages to cutters, the average earnings being over 60 cents, were Cleveland, Missouri other than St. Louis, New Jersey, Chicago, and California. The average earnings of the pressers varied from 24.6 cents in Georgia and 26 cents in Tennessee to 45.2 cents in other Missouri and 45.6 cents in Cleveland. In 7 other areas the pressers averaged 40 cents or more, and in 13 areas the averages varied from 31.3 cents to 39.8 cents. In St. Louis, other Pennsylvania, and New Jersey the indirect factory workers averaged less than 30 cents, and in the other areas (9) where a sufficient number of these workers were reported their average earnings varied from 30.8 cents in up-State New York to 39.4 cents in California and in other Missouri.

The average earnings of supervisors and machinists ranged from less than 50 cents in Michigan and other Pennsylvania to 102.4 cents in Cleveland. They were 91.8 cents in New York City, 82.2 cents in New Jersey, and from 70 to 75 cents in Philadelphia, Wisconsin, other Missouri, and other Ohio.

In general, the supervisors and machinists and the cutters had the highest earnings, followed by the shipping workers, the maintenance staff, the clerical workers, pressers, and machine operators; the lowest earnings were those of the hand workers and the general factory workers. There were, however, some exceptions to this. For example, in New York City the pressers, and in Philadelphia both shippers and pressers, averaged less than the machine operators. In Chicago and in other Missouri, the hand workers and general factory workers had higher average earnings than machine operators. In Michigan and Wisconsin, hand workers averaged more than pressers and machine operators; in Georgia and Tennessee, machine operators and hand workers had earnings higher than those of the pressers. And in Cleveland and Massachusetts outside of Boston the general indirect workers had better earnings than those of the machine operators or the hand workers.

Hourly earnings in union and nonunion shops.—Extensive organization of this branch of the apparel industry has taken place only in recent years. Slightly more than a third of the firms scheduled were unionized, and these union firms were not confined to any particular part of the country. None of the firms in Maryland, Boston, Michigan, Utah, Virginia, or Washington, and from one-eighth to less than one-fourth in Connecticut, up-State New York, other Illinois, Indiana, Minnesota, Ohio, and Texas, had an agreement with a union. But half of the firms in Tennessee, more than half to three-fourths of those

in New York City, Philadelphia, St. Louis, other Missouri, and Wisconsin, and all those in Georgia were unionized.

The average hourly earnings of union employees in 16 areas ranged from 29.3 cents in Tennessee to between 45 and 48 cents in California, Philadelphia, and New York City, and to 66.1 cents in Ohio. In 23 areas nonunion workers' earnings varied from less than 30 cents in Tennessee, Virginia, and Arkansas and Kentucky to 45.8 cents in New York City and to 54.7 cents in Missouri outside of St. Louis.

When both organized and unorganized firms operated in the same area, a comparison of the earnings shows that the average was higher in the organized firms with one notable exception, other Missouri, and one minor exception, Texas. The difference in favor of the union workers was 30.4 cents in Ohio and was from 1.1 cents to 8.3 cents in the 11 other areas where comparisons were possible. Nonunion workers averaged 20.2 cents more than union employees in other Missouri and 1.6 cents more in Texas.

Hourly earnings in the various firms.—Employees' average hourly earnings were computed for each firm scheduled and these firm averages have been examined in relation to the size of the firm, the distribution of individual employees' earnings, and the areas in which the various firms are situated.

The average earnings of employees in individual firms ranged from 25 and under 27½ cents to 90 and under 92½ cents; the average was 60 cents or more in 22 firms, 50 and under 60 cents in 25, 40 and under 50 cents in 110, 30 and under 40 cents in 191, and under 30 cents in 51.

Average hourly earnings in the firm (cents)	Number of firms	Employees		Average hourly earnings in the firm (cents)	Number of firms	Employees	
		Number	Percent			Number	Percent
Total.....	399	31, 047	100. 0	40.0, under 42.5.....	35	2, 908	9. 4
25.0, under 27.5.....	20	1, 204	3. 9	42.5, under 45.0.....	34	2, 453	7. 9
27.5, under 30.0.....	31	2, 337	7. 5	45.0, under 47.5.....	28	1, 940	6. 2
30.0, under 32.5.....	48	3, 220	10. 4	47.5, under 50.0.....	13	575	1. 9
32.5, under 35.0.....	50	4, 712	15. 2	50.0, under 60.0.....	25	1, 981	6. 4
35.0, under 37.5.....	46	4, 824	15. 5	60.0, under 70.0.....	15	382	1. 2
37.5, under 40.0.....	47	4, 202	13. 5	70.0 and over.....	7	309	1. 0

The firms also varied widely in regard to number of workers employed: 110 of the 399 firms employed fewer than 25 workers, 100 had 25 but under 50, and 90 had 50 but under 100. Only 43 firms had as many as 200 workers, but 6 of these employed 500 or more.

There appears to be little connection between earnings and size of shop. The high-wage firms or low-wage firms were not concentrated at any one size, though none of the largest firms had averages in the higher brackets. The earnings in firms of each class had a wide range. In the 110 firms that employed fewer than 25 workers the firm averages varied from 25 and under 27.5 cents to 70 and under 75 cents; in 42 of these the averages were 25 and under 35 cents, in 50 they were 35 and under 50 cents, and in 11 they were 60 cents or more. Similarly, the range of average earnings in the 100 firms with 25 and under 50 employees was from 25 and under 27.5 cents to 90 and under 92½ cents; the averages were less than 35 cents in 33 of these, were 35 and under 50 cents in 53, and were 60 cents or more in 6. In the 99 firms that employed 100 or more workers, average earnings ranged from 25 and

under 27.5 cents to 70 and under 75 cents; they were 25 and under 35 cents in 41 of the group, 35 and under 50 cents in 51, and 50 cents or more in only 7 firms.

Expressed differently, of the 242 firms in which the average earnings were below 40 cents, 26 percent employed fewer than 25 workers and 37 percent employed 75 or more; and of the 157 firms in which average earnings were 40 cents or over, 30 percent had fewer than 25 employees and 28 percent had 75 or more.

The hourly earnings of individual employees not only varied among the different firms but had a wide range in a single establishment or in a group of establishments with similar average hourly earnings. It is to be expected, however, that in plants with low average earnings there will be a concentration of employees in the low-wage groups and, as the firm average earnings increase, the proportion of employees with earnings at relatively high levels will increase, while the proportion at the lower levels will decrease.

Unpublished figures show that three-eighths of all the employees reported, or 11,473 persons, were in 149 firms with average hourly earnings below 35 cents, 40 percent of these workers having earnings of less than 27½ cents; one-tenth earned 40 cents or over, 3 percent of them 50 cents or more.

At the opposite extreme were 88 firms with average hourly earnings of 45 cents or more, and these employed 5,187 persons, or one-sixth of the total reported. The heaviest concentration of earnings of this group of workers was from 35 to 52½ cents, but nearly one-fourth (23 percent) earned as much as 60 cents (4 percent received \$1 an hour or more), and nearly one-eighth (12 percent) had earnings in the low-wage intervals of less than 35 cents.

Hourly earnings varied as much between individual firms within an area as between the different areas covered. For example, in New York City the firm averages varied from 25 and under 27.5 cents to 90 and under 92.5 cents; in Cleveland the range was from 30 and under 32.5 cents to 85 and under 87.5 cents, and in Wisconsin, where only 4 firms were scheduled, the range was from 35 and under 37.5 cents to 45 and under 47.5 cents.

Firms whose employees averaged 60 cents or more were found in California (6 firms), Chicago (1), Boston (1), New Jersey (2), New York City (8), Cleveland (1), other Ohio (1), and Philadelphia (2). Low-wage firms, whose employees averaged less than 35 cents, were found in all the areas visited but Minnesota and Wisconsin, though in no firm in Georgia, other Massachusetts, or Utah were average earnings below 32.5 cents, and in California, Connecticut, Boston, other Missouri, and Cleveland all firm averages were 30 cents or more.

Hours worked.

The hours worked by individual employees in the pay-roll week recorded are shown for all areas combined in table V. This information was reported for 30,987 workers, or practically all those with week's earnings reported. About one-fourth of the employees had less than 35 hours of work, and nearly as large a group, just over 22 percent, worked 44 hours or longer. Over two-fifths of the employees worked 35 to 40 hours, inclusive.

TABLE V.—*Hours worked in the pay-roll week recorded by employees in the DOZEN-PRICED-DRESS INDUSTRY*

Hours worked	Employees		Hours worked	Employees	
	Number	Percent		Number	Percent
Total.....	30,987	100.0	40.....	7,142	23.0
Under 35.....	7,566	24.4	Over 40, under 44.....	3,793	12.2
35.....	1,136	3.7	44.....	5,285	17.1
Over 35, under 40.....	4,431	14.3	Over 44.....	1,634	5.3

Details by area show that the proportion of employees who worked less than 35 hours in the week varied from below one-fifth in other Massachusetts (14 percent), Connecticut (15 percent), Cleveland (16 percent), New Jersey and other Pennsylvania (17 percent), and Minnesota (18 percent) to over two-fifths in Utah (41 percent), other Illinois (44 percent), and other Ohio (46 percent).

There were significant variations also in the proportion with a relatively long week. In Georgia, Minnesota, Wisconsin, Virginia, and New York City from 3 to 10 percent of the employees worked 44 hours or more, but in 8 areas—Texas, other Pennsylvania, Utah, Cleveland, St. Louis, Michigan, Tennessee, and Boston—from 32 to 40 percent of the employees worked such hours. In Boston as many as 29 percent of the employees exceeded 44 hours.

The proportion of employees who worked 40 hours was from 1 to 10 percent in Virginia, Michigan, Utah, Texas, other Illinois, and Tennessee, and was 45 and 47 percent, respectively, in Georgia and Wisconsin.

Week's earnings.

The amount of the earnings received during the pay period was reported for 31,330 experienced workers, and the average earnings for the entire group, regardless of time worked, were \$14.65. The highest amount was \$18.10, the average for the workers in Boston, and the lowest was \$9.75, for those in Virginia. The Virginia average was the only one below \$10, though in two other areas average earnings were below \$12, Tennessee with \$10.90 and other Illinois with \$11.85. Earnings that averaged between \$12 and \$14 were found in seven areas—Arkansas and Kentucky, Utah, other Pennsylvania, Michigan, Georgia, Texas, and up-State New York. Philadelphia, Connecticut, and New York City ranked below Boston, with averages of \$17.50 to \$17.30.

Owing to differences in hours worked, some areas had a different position in the wage scale when based on week's earnings than when based on hourly earnings. For example, workers in New York City had the highest average hourly earnings but their average week's earnings ranked fourth, being below the figures for Boston, Philadelphia, and Connecticut. A smaller proportion of workers in New York City than in Boston or Philadelphia worked as long as 40 hours, and a larger proportion had a workweek of 35 hours or less.

TABLE VI.—*Week's earnings of experienced employees in the DOZEN-PRICED-DRESS INDUSTRY, by area*

Week's earnings	Total ¹		Percent of employees with week's earnings as specified in—										
	Num- ber	Per- cent	Califor- nia	Con- necticut	Georgia	Illinois		Indiana	Mary- land	Massachusetts		Michi- gan	Minne- sota
						Chicago	Other Illinois			Boston	Other Massa- chusetts		
Number of firms.....	399		39	8	5	28	13	7	12	13	7	6	7
Number of employees.....	31,330	100.0	1,337	602	307	2,721	1,473	1,280	698	613	936	1,010	374
Average earnings ²	\$14.65		\$16.15	\$17.40	\$13.00	\$14.05	\$11.85	\$14.45	\$14.75	\$18.10	\$14.10	\$12.90	\$15.85
Percent of employees													
Under \$5.....	1,059	3.4	4.3	1.3	4.2	5.8	7.0	3.8	2.3	1.6	2.6	3.1	1.3
\$5, under \$10.....	4,661	14.9	11.4	10.8	18.9	17.5	31.3	15.8	14.3	6.9	6.7	20.3	6.7
\$10, under \$15.....	14,089	45.0	30.5	39.0	53.7	40.7	43.0	39.4	47.6	23.7	59.8	50.6	31.6
\$15, under \$20.....	7,282	23.2	32.2	29.7	14.7	25.5	12.6	27.8	22.9	39.6	25.6	20.2	48.1
\$20, under \$25.....	2,265	7.2	11.0	13.1	4.6	5.1	2.7	8.6	4.6	16.0	3.6	3.2	7.8
\$25, under \$30.....	845	2.7	5.5	2.7	2.0	2.0	1.2	1.7	3.2	6.5	1.1	.8	2.4
\$30 and over.....	1,129	3.6	5.2	3.3	2.0	3.5	2.2	2.9	5.2	5.7	.5	1.9	2.1
Cumulative percents													
Under \$12.....	11,564	36.9	23.3	24.8	46.9	38.7	57.6	36.1	37.5	15.0	20.4	45.9	16.0
Under \$14.....	17,159	54.8	35.7	41.9	68.4	55.8	75.0	50.6	57.6	25.4	45.7	66.3	30.2
Under \$16.....	22,137	70.7	53.9	61.1	81.8	73.4	86.2	66.3	72.9	42.6	80.0	81.5	54.0
Under \$18.....	25,189	80.4	70.2	72.9	88.9	83.9	90.9	79.1	81.1	58.6	89.0	89.8	78.9
\$18 and over.....	6,141	19.6	29.8	27.1	11.1	16.1	9.1	20.9	18.9	41.4	11.0	10.2	21.1
\$20 and over.....	4,239	13.5	21.7	19.1	8.5	10.5	6.0	13.2	12.9	28.2	5.2	5.8	12.3
\$22 and over.....	2,975	9.5	15.0	12.0	5.5	7.5	4.4	7.2	10.2	20.2	2.7	4.8	8.3

Week's earnings	Percent of employees with week's earnings as specified in—														
	Missouri		New Jersey	New York		Ohio		Pennsylvania		Tennes-see	Texas	Utah	Vir-ginia	Wis-consin	Other States
	St. Louis	Other Mis-souri		New York City	Up-State New York	Cleve-land	Other Ohio	Phila-delphia	Other Pennsylv-ania						
Number of firms.....	10	7	45	54	27	6	11	38	22	4	10	5	5	4	3
Number of employees.....	1, 149	1, 553	3, 339	2, 237	2, 610	893	737	2, 078	2, 561	560	835	271	207	448	484
Average earnings ³	\$16. 10	\$16. 15	\$14. 20	\$17. 30	\$13. 90	\$14. 70	\$15. 40	\$17. 50	\$12. 90	\$10. 90	\$13. 80	\$12. 60	\$9. 75	\$14. 45	\$12. 05
Percent of employees															
Under \$5.....	4. 0	3. 5	2. 2	1. 8	3. 7	2. 8	3. 0	1. 8	2. 8	4. 3	4. 3	4. 1	9. 7	1. 8	3. 3
\$5, under \$10.....	9. 7	19. 1	11. 4	8. 2	14. 3	15. 1	19. 9	9. 4	15. 9	27. 7	15. 7	25. 1	36. 7	15. 0	17. 4
\$10, under \$15.....	44. 4	26. 7	57. 9	35. 0	48. 9	45. 3	42. 1	35. 4	58. 4	62. 1	47. 3	46. 1	48. 3	50. 4	64. 0
\$15, under \$20.....	28. 6	21. 6	18. 3	33. 3	22. 0	25. 3	15. 9	28. 6	15. 2	3. 7	23. 5	16. 2	3. 4	25. 4	12. 0
\$20, under \$25.....	6. 3	15. 9	5. 6	11. 8	6. 1	4. 4	7. 5	13. 0	4. 8	. 9	5. 3	4. 8	-----	4. 2	2. 1
\$25, under \$30.....	1. 6	8. 0	1. 8	3. 8	2. 3	2. 4	5. 3	4. 5	1. 8	. 4	. 7	2. 2	. 5	. 4	. 4
\$30 and over.....	5. 5	5. 2	2. 8	6. 1	2. 6	4. 7	6. 4	7. 3	1. 1	. 9	3. 2	1. 5	1. 4	2. 7	. 8
Cumulative percents															
Under \$12.....	30. 5	33. 4	34. 7	19. 4	42. 5	38. 4	40. 7	24. 2	52. 3	73. 0	39. 8	49. 1	88. 4	30. 6	56. 0
Under \$14.....	46. 6	43. 5	62. 3	35. 1	61. 1	54. 2	56. 9	39. 0	70. 0	89. 8	60. 1	68. 3	92. 8	53. 3	78. 3
Under \$16.....	67. 4	54. 3	78. 7	54. 2	73. 8	73. 1	67. 8	53. 3	82. 7	96. 1	75. 4	81. 5	97. 1	76. 3	89. 7
Under \$18.....	78. 9	62. 9	85. 4	69. 9	82. 0	83. 0	75. 4	65. 5	89. 3	97. 3	85. 6	90. 8	97. 1	86. 4	94. 6
\$18 and over.....	21. 1	37. 1	14. 6	30. 1	18. 0	17. 0	24. 6	34. 5	10. 7	2. 7	14. 4	9. 2	2. 9	13. 6	5. 4
\$20 and over.....	13. 3	29. 0	10. 2	21. 7	11. 1	11. 4	19. 1	24. 8	7. 7	2. 1	9. 2	8. 5	1. 9	7. 4	3. 3
\$22 and over.....	9. 2	20. 2	6. 9	15. 7	7. 5	8. 4	15. 3	18. 7	5. 4	1. 6	6. 0	6. 3	1. 9	4. 9	2. 1

¹ Total includes Washington State, with 3 firms and 17 employees, not shown separately.

² Arkansas and Kentucky.

³ The mean—the simple arithmetic average.

Other areas with a relatively higher position in the hourly earnings scale than in the week's earnings scale were other Ohio, Wisconsin, and Chicago, and in each case a substantial proportion of the employees worked less than 35 hours. On the other hand, Connecticut, St. Louis, and Maryland had a much higher position in regard to week's than to hourly earnings, and in each of these areas relatively small proportions of the employees worked less than 35 hours.

Based on week's earnings, the highest wage level was in Boston, with 68 percent of the employees earning \$15 or more, followed by Minnesota with 60 percent, New York City with 55 percent, California with 54 percent, Philadelphia with 53 percent, and other Missouri with 51 percent having such earnings. At the other extreme of the wage scale were other Pennsylvania, Arkansas and Kentucky, other Illinois, Tennessee, and Virginia, where from 52 to 88 percent of the employees were paid less than \$12.

From table VI it is apparent that the most common earnings usually were between \$10 and \$20; however, in many cases significant proportions of the employees earned less than \$10 or as much as \$20. Less than one-tenth of the workers in Boston, other Massachusetts, and Minnesota earned under \$10, but from 20 to 30 percent in 9 areas—Indiana, Texas, Arkansas and Kentucky, other Missouri, other Ohio, Georgia, Chicago, Michigan, and Utah—and as many as 32 percent in Tennessee, 38 percent in other Illinois, and 46 percent in Virginia, had such low earnings.

The smallest proportions of employees who received as much as \$20 were 2 percent in Tennessee and in Virginia and 3 percent in Arkansas and Kentucky combined; the largest proportions were from 22 to 29 percent in California, New York City, Philadelphia, Boston, and other Missouri.

Part III.—WOMEN'S UNIT-PRICED DRESSES

The woman's dress styled especially for street or dress wear and sold by the individual garment is produced most largely in the New York metropolitan area. Over four-fifths of the producers of these dresses are in New York, New Jersey, and Connecticut, and almost as large a proportion of the workers are concentrated in this area. No other State has as many as 5 percent of the firms or of the workers. In this area the contract system of manufacture prevails.

Because of the inroads into the street-dress market of the dresses wholesaling by the dozen, the lowest price range of the unit dress is at \$1.37½ and under. This competes with the styled dozen-priced dresses of \$15.75 and under a dozen. The second price grouping is for the dress wholesaling at over \$1.37½ and including \$3.75, which competes with the dozen-priced dresses at over \$15.75. The third price grouping of the unit dress is at over \$3.75 and including \$4.75, the fourth is at over \$4.75 and including \$8.75, the next is at over \$8.75 and including \$10.75, and the highest is at over \$10.75 a dress. The survey as originally planned did not contemplate covering dresses sold at over \$8.75, as rates were known to be high in these fields. As such exclusion would have restricted the sample from States outside the metropolitan area, a small number of these firms were taken in each State where such dresses were produced.

Generally the firms in this branch of the apparel industry made only dresses or dress suits and ensembles, and less than 2 percent (18 firms) produced secondary products at the time of the survey. These minor products consisted of women's blouses, separate skirts, housecoats, undergarments, bathing suits, children's dresses, and men's uniforms and shirts. Only one firm made a small proportion of dresses that wholesaled by the dozen.

Scope of survey.

The turn-over in firms manufacturing the unit-priced dress in New York City was so continuous through the spring of 1939 as to render impossible the making of an accurate list of firms in business at any one time. Many firms reported as jobbers in trade directories and those of the State Department of Labor were wholesalers only or purchased materials and furnished designs to contractors and did no manufacturing. As the date for reporting the findings of the survey arrived before a complete check-up on every firm on any list was possible in New York City, the 1937 Census enumeration for New York has been taken in place of the 1939 recounting made elsewhere by the Bureau. While all indications point to a smaller number of producing firms in 1939 than two years before, the Bureau's sample for New York covers at least 44 percent of the firms and over 60 percent of the employees reported for 1937.

With very extensive unionization of both inside and contract shops in New York City, the sample would seem to be fully indicative of conditions in the unit-priced dress industry in the city.

The representative nature of the New York City sample is illustrated further by a comparison of the Bureau figures with data received from the research director of the Joint Board of the Dress and Waistmakers' Union of Greater New York. The report of the Joint Board shows that in 1938 there were 2,245 firms, with 79,365 employees, in the New York metropolitan area, including, of course, the New York City firms and their many contractors in adjacent communities.

As shown in the following summary, the proportions of firms and of employees producing dresses at the various prices correspond closely in the two tabulations. For example, in the current study 31 percent of the workers in New York City were employed on dresses wholesaling at \$3.75 and less, 41 percent were on dresses wholesaling at over \$3.75 and including \$8.75, and 28 percent were on dresses wholesaling at more than \$8.75; the proportions reported by the Joint Board were 32 percent, 38 percent, and 30 percent, respectively.

Unit price of dress	Firms		Employees	
	Women's Bureau study, 1939	Joint Board ¹ report, 1938	Women's Bureau study, 1939	Joint Board ¹ report, 1938
Total number.....	720	2,245	29,345	79,365
	Percent			
\$1.37½ and under.....	7.0	5.0	6.0	7.0
Over \$1.37½, including \$3.75.....	26.0	22.0	25.0	25.0
Over \$3.75, including \$4.75.....	17.0	16.0	20.0	19.0
Over \$4.75, including \$8.75.....	23.0	23.0	21.0	19.0
Over \$8.75, including \$10.75.....	12.0	14.0	11.0	12.0
Over \$10.75.....	16.0	20.0	17.0	18.0

¹ Joint Board of the Dress and Waistmakers' Union of Greater New York.

Of approximately 2,500 firms manufacturing the unit-priced dress, 1,104 were included in the survey. These firms gave employment to 52,380 persons in the spring of 1939. As it is not customary in this industry in New York City to keep a record of the hours worked by employees, almost all firms in the city had to be requested to keep such record on pay-roll forms left with them and second calls were made to secure the complete information.

Due to the extremely heavy concentration of firms in New York, New Jersey, Pennsylvania, and Connecticut, and to the fact that the jobber-contractor method of production is prevalent in these States, 583 of the 1,104 firms scheduled (53 percent) were contract shops. Such shops comprised only 15 percent of the 163 firms visited in other States, and these were in California, Georgia, Illinois, Massachusetts, Missouri, and Ohio. Eighty-nine firms, or 8 percent of the total, were jobber manufacturers, and all these but 3 in Pennsylvania and 1 each in Illinois and Massachusetts were in New York City.

Considering all areas combined, well over one-half of the firms visited produced the popular-priced dress, the one selling at \$4.75 or less. Approximately a third produced dresses priced at over \$4.75

and including \$10.75 apiece, and about an eighth made dresses wholesaling at over \$10.75.

TABLE I.—*Extent and location of the UNIT-PRICED-DRESS INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Firms in business, spring of 1939			Firms included in survey				
	Firms— Number	Factory employees		Firms— Number	Factory employees			
		Number	Percent		Total number	Percent	Men	Women
Total.....	2,463	85,796	100.0	1,104	52,380	100.0	12,145	40,235
Percent.....	100.0	100.0		44.8	61.1			
California.....	101	3,500	4.1	35	1,855	3.5	215	1,640
Connecticut.....	53	3,663	4.3	28	2,548	4.9	215	2,333
Georgia.....	7	232	.3	6	222	.4	21	201
Illinois.....	110	3,796	4.4	40	1,779	3.4	380	1,399
Massachusetts.....	44	2,117	2.5	24	1,516	2.9	259	1,257
Minnesota.....	12	486	.6	8	356	.7	32	324
Missouri.....	47	1,791	2.1	24	1,247	2.4	214	1,033
New Jersey.....	245	10,084	11.8	103	6,122	11.7	526	5,596
New York.....	1,711	53,305	62.1	762	32,093	61.3	9,321	22,772
Ohio.....	19	851	1.0	7	439	.8	114	325
Pennsylvania.....	73	4,242	4.9	48	3,183	6.1	772	2,411
Texas.....	16	762	.9	10	647	1.2	40	607
Other ²	25	967	1.1	9	373	.7	36	337

¹ Census of Manufactures, 1937.

² Indiana, Maryland, Michigan, Washington, and Wisconsin.

Almost three-fourths (73 percent) of all employees reported were in New York and New Jersey shops, and nearly one-seventh were in shops in 3 other eastern States—Connecticut, Massachusetts, and Pennsylvania. The remaining workers were employed in 7 mid-western States (8 percent), in California and Washington (4 percent), and in Georgia, Maryland, and Texas (2 percent).

Firms in this branch of the apparel industry were, on the whole, small establishments; only 77 firms, or 7 percent of those scheduled, had 100 or more factory employees, and only 1 employed as many as 500. The largest proportion, 45 percent of the firms, employed 25 and under 50 workers, and 24 percent had fewer than 25. In only 5 States—California, Connecticut, Massachusetts, New York, and Pennsylvania—were there 1 or more firms employing as many as 200.

The large majority of the employees were women. They comprised 77 percent of the total, but the proportion varied among the States. In New York women were 71 percent of the work force and in Ohio they were 74 percent. In contrast, from 90 to 94 percent of the workers in at least 5 States were women, the largest proportion being in Texas.

Labor costs.

Labor costs and total costs of operation were reported by 73 inside dress manufacturers in 13 States. The relation is given here as indicative, though not conclusive evidence, of the proportion labor costs are of total costs. In these 73 inside plants labor costs repre-

sented 29.8 percent of total costs, or much more than in related industries. Inside shops in New York City reported labor costs that were 27.6 percent of total costs, or somewhat less than for all States combined. Among the other States in which 3 or more firms reported cost figures the proportion labor costs were of total costs was 22 percent in Massachusetts, 25 percent in Michigan, and as much as 33 to 36 percent in Pennsylvania, Missouri, and Illinois.

Seventy-two inside firms reported labor costs and manufacturing costs, and in these firms labor costs were 37.4 percent of manufacturing costs. Labor costs were only 28 or 29 percent of manufacturing costs in Massachusetts and Michigan and 33 percent in New York City, but they were 41 percent in Illinois, 42 percent in Missouri, and 52 percent in Pennsylvania.

While costs were secured from some contractors and jobbers, they are not quoted because the exact relation between them is not known, nor is it possible to state what items were included in the totals given.

Learners.

The employment of learners in this branch of the apparel industry was not so general as in other branches because the great majority of these firms were unionized and the learner problem was considered in the union agreements, with the provision that the union guarantees the supply of experienced workers. Consequently the number of firms reporting a policy in regard to learners was very small, only 127, or 12 percent of the total.

There was very little agreement among these firms concerning the length of the learning period or the method of pay for learners. In 76 firms the learning period varied from 1 week to more than 1 year; it was less than 4 weeks in 16 firms, 4 and under 8 weeks in 23, 8 and including 12 weeks in 20, and 4 months or more in 17. Fifty-one firms stated that there was no definite period for learning and that the length of time a person was considered to be a learner depended on his or her ability and the type of work being done.

The rate of pay at which beginners were started showed striking variations. In one firm the rate was reported as \$3 for the first week with a \$1 increase each week for some time; at the other extreme a firm reported that beginners were paid \$24 for a 35-hour week. The rate of pay was reported by 117 firms; in 85 firms learners were paid at time rates and in 32 they were paid at piece rates. The variations in the rates reported were as follows:

Time rates—85 firms:

\$3 for first week with \$1 increase each week—1 firm.

\$9 for 40-hour week, \$10 for 44-hour week—2 firms.

25 cents an hour, \$8.75 for 35 hours, \$9 for 36 hours, \$10 for 40 hours, or \$11 for 44 hours—43 firms.

26 cents an hour, 28½ cents an hour—2 firms.

33½ cents to 40 cents an hour—6 firms.

\$9 to \$24 for a 35-hour week—29 firms.

\$12 for a 37½-hour week, \$13 for a 40-hour week—2 firms.

Piece rates—32 firms:

Regular piece-work rates—21 firms.

Piece rates with a minimum guarantee of—

25 cents an hour—10 firms.

23 cents an hour—1 firm.

At the time of the survey only 430 workers, or less than 1 percent of the total, were reported as learners, and earnings data were obtained for these. There were reported also 262 substandard or handicapped workers. The proportion of learners was lower in the unit-priced-dress firms than in any other branch of the apparel industry. Four-fifths of the entire group of learners and handicapped workers were employed as sewing-machine operators and one-seventh were employed as hand finishers, inspectors, and packers.

The largest group, 36 percent, were paid 25 cents an hour and only 10 percent were paid less than 25 cents. Nearly one-fourth (24 percent) had earnings of 40 cents or more, the great majority of these exceeding 40 cents. Earnings of the learners and handicapped are not included in the earnings tables for experienced workers presented later in the report.

EARNINGS AND HOURS

Hourly earnings.

Hourly earnings have been computed for 51,055 experienced workers. They were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. These earnings are for regular time only, as overtime payments have been eliminated from such computations.

Because of the large numbers of employees reported in certain metropolitan areas, tabulations of earnings have been prepared for Boston, New York City, and Philadelphia separately from the remainder of their respective States. In Indiana, Maryland, Washington, and Wisconsin, on the other hand, too few firms were scheduled to show separately, so these are combined and classed as "other States."

In general, the wage standards in unit-priced-dress firms were considerably higher than in the other branches of the apparel industry included in the current study. The average hourly earnings of the entire group of employees producing unit-priced dresses were 78.2 cents, but about one-fourth (24 percent) of the workers averaged as much as \$1 an hour and one-sixth earned 80 cents and under \$1. Just over one-fourth (27 percent) had earnings below 50 cents, but for less than 5 percent were the earnings below 30 cents.

Among the States there were very wide differences in the employees' earnings. The extremes of average hourly earnings were Texas with 31.8 cents and New York City with 90 cents, a variation from low to high of 283 percent. Ohio, with 79.7 cents, was the only other area in which the average was above that for all workers, though Philadelphia and Illinois averaged nearly as high, with 74 and 75 cents, respectively. New Jersey, Connecticut, and Boston workers also had relatively high earnings, with averages varying from 66.7 cents to 69.9 cents. Low hourly earnings, averaging less than 50 cents, were reported for workers in other Massachusetts, Georgia, other Pennsylvania, and Michigan.

With few exceptions there was very little concentration of hourly earnings at any particular point in the wage scale. In New York City and Ohio the majority of the employees, 61 and 53 percent, respectively, had earnings of 75 cents and over, and in Philadelphia, Illinois, New Jersey, Connecticut, and Boston the most usual earnings were 60 cents and over.

TABLE II.—Hourly earnings of experienced employees in the UNIT-PRICED-DRESS INDUSTRY, by area

Hourly earnings (cents)	All areas		California	Connecticut	Georgia	Illinois	Massachusetts		Michigan	Minnesota	Missouri	New York		New Jersey	Ohio	Pennsylvania		Texas	Other States ¹
	Number of employees	Per cent					Boston	Other Massachusetts				New York City	Up-State New York			Philadelphia	Other Pennsylvania		
Total employees.....	51,055	100.0	1,799	2,401	199	1,650	793	658	55	350	1,208	29,345	2,160	5,986	404	2,179	930	632	306
Average earnings ² (cents).....	78.2	-----	55.9	66.8	44.3	75.0	69.9	46.5	41.0	54.1	57.5	90.0	50.9	66.7	79.7	74.0	42.3	31.8	59.6
Percent of employees																			
Under 25.0.....	147	0.3	0.8	0.1	0.5	0.1	-----	0.8	3.6	-----	0.2	0.2	0.5	0.4	-----	0.3	0.4	1.4	0.3
25.0, under 27.5.....	1,452	2.8	.8	3.0	11.1	.8	1.0	8.5	7.3	0.6	4.9	.7	13.7	3.0	0.2	2.5	13.0	52.1	6.5
27.5, under 30.0.....	583	1.1	.9	1.5	2.0	1.0	.5	2.9	3.6	.6	1.4	.4	4.6	1.5	.5	1.1	9.5	7.4	1.3
30.0, under 32.5.....	807	1.6	1.3	1.2	6.5	1.6	1.7	2.9	12.7	-----	2.8	.6	5.5	2.4	.7	1.6	9.6	11.2	2.0
32.5, under 35.0.....	1,004	2.0	6.3	2.5	3.0	1.2	1.1	3.5	16.4	2.8	2.1	1.0	5.5	2.5	2.0	1.9	7.4	4.9	2.9
35.0, under 37.5.....	993	1.9	5.4	1.3	5.5	1.6	5.0	17.9	5.5	4.9	2.6	.8	4.2	2.3	1.0	1.7	7.7	5.2	4.2
37.5, under 40.0.....	878	1.7	5.5	1.0	5.0	1.9	2.7	7.0	5.5	4.6	3.1	1.0	5.2	1.8	1.0	1.9	7.8	2.7	2.3
40.0, under 42.5.....	1,585	3.1	9.0	3.2	8.5	4.4	4.4	8.3	7.3	3.1	12.8	1.7	5.2	2.7	3.0	2.5	11.6	4.0	3.9
42.5, under 45.0.....	1,360	2.7	5.4	3.7	8.5	4.0	3.9	5.2	1.8	10.0	6.2	1.6	4.6	2.7	3.0	3.3	8.4	1.7	2.6
45.0, under 47.5.....	3,180	6.2	8.2	7.0	10.6	3.1	4.8	5.5	7.3	13.4	6.4	6.3	6.0	7.0	2.0	4.5	5.5	2.8	4.9
47.5, under 50.0.....	1,654	3.2	5.6	3.5	9.0	3.6	3.3	5.0	10.9	7.7	11.6	2.4	3.2	4.0	1.7	4.4	2.4	4.8	4.2
50.0, under 52.5.....	1,680	3.3	6.5	6.3	10.6	4.2	6.7	6.2	3.6	8.8	4.6	2.5	2.6	3.6	3.0	3.7	2.9	1.3	5.2
52.5, under 55.0.....	1,192	2.3	4.1	2.7	3.0	3.0	2.5	3.0	1.8	6.9	3.6	1.8	2.4	2.8	1.5	2.5	5.7	.5	11.4
55.0, under 57.5.....	1,698	3.3	4.6	4.0	6.0	6.1	4.4	7.1	3.6	6.9	4.2	2.7	3.3	4.2	3.2	3.5	1.3	.9	7.5
57.5, under 60.0.....	947	1.9	3.2	2.8	1.5	3.7	2.9	2.0	3.6	4.3	3.1	1.4	.6	1.9	9.9	2.5	.9	.3	3.6
60.0, under 62.5.....	1,333	2.6	3.4	3.7	2.0	4.1	4.0	.9	1.8	3.4	2.6	2.6	1.8	2.6	1.7	2.0	.3	.3	3.6
62.5, under 65.0.....	2,180	4.3	5.1	6.4	-----	3.5	3.4	4.5	-----	2.3	3.4	3.1	9.1	9.5	3.0	3.4	.3	.9	3.6
65.0, under 67.5.....	1,408	2.8	2.8	2.9	-----	4.2	4.5	1.4	1.8	3.4	2.2	2.2	2.9	4.9	1.7	2.9	4.3	-----	2.9
67.5, under 70.0.....	1,249	2.4	1.9	3.4	3.0	2.7	4.4	.6	-----	3.4	2.2	2.1	2.2	3.7	1.5	5.1	.8	-----	2.3
70.0, under 72.5.....	1,381	2.7	2.4	4.2	-----	3.0	3.4	1.1	-----	2.0	1.7	2.4	1.6	4.2	5.9	4.0	1.4	.2	2.3
72.5, under 75.0.....	1,011	2.0	1.6	2.5	-----	2.1	3.0	.3	-----	1.4	.4	2.0	1.5	2.4	2.0	3.6	.3	-----	2.9
75.0, under 77.5.....	2,043	4.0	2.3	2.9	.5	2.6	3.0	.9	-----	2.9	1.4	5.4	1.4	2.4	4.0	2.9	.5	-----	1.0
77.5, under 80.0.....	926	1.8	1.3	1.9	-----	3.5	1.9	.2	-----	.3	1.2	2.0	1.2	1.8	2.5	2.3	-----	-----	1.3
80.0, under 82.5.....	1,222	2.4	1.1	8.2	1.0	2.7	2.5	.5	-----	1.7	.7	2.2	1.9	3.0	3.2	2.2	.2	.2	2.0
82.5, under 85.0.....	849	1.7	.3	2.1	.5	1.8	1.8	.2	-----	.9	.7	1.8	.9	1.8	2.2	2.7	-----	-----	2.6
85.0, under 87.5.....	1,372	2.7	1.1	2.9	1.0	1.8	2.1	-----	-----	.3	1.0	3.3	2.2	2.3	2.5	2.3	.2	-----	2.3
87.5, under 90.0.....	879	1.7	1.0	1.5	-----	1.3	.9	-----	-----	.3	1.0	2.0	1.0	1.7	2.2	2.3	-----	-----	.7
90.0, under 92.5.....	1,547	3.0	1.1	1.7	-----	1.5	2.5	.3	-----	.6	.6	4.1	.7	2.4	2.7	2.4	.4	-----	.3
92.5, under 95.0.....	928	1.8	.4	1.0	-----	2.0	1.0	.2	-----	.6	1.6	2.2	.5	1.8	4.7	1.6	.1	.2	.7
95.0, under 97.5.....	769	1.5	.3	1.0	-----	1.5	1.3	.3	-----	.6	.2	1.9	.2	1.1	3.2	1.7	.5	.2	.3
97.5, under 100.0.....	739	1.4	.5	.9	.5	1.8	.9	-----	-----	-----	.2	1.9	.2	.8	1.5	1.7	-----	.2	.3
100.0 and over.....	12,059	23.6	6.0	8.9	-----	19.7	14.4	2.9	1.8	1.4	8.9	33.7	3.6	10.9	24.0	19.1	2.0	.5	9.2

¹ Indiana, Maryland, Washington, and Wisconsin.² The mean—the simple arithmetic average.³ About 11 percent earned \$1 and under \$1.25; 7 percent, \$1.25 and under \$1.50; and 5 percent, \$1.50 and over.

In some areas, however, the concentration of earnings was in the lower wage levels. Over three-fifths of the workers in Texas were paid less than 30 cents, and from one-third to more than one-half (55 percent) in Georgia, up-State New York, other Massachusetts, other Pennsylvania, and Michigan had earnings below 40 cents. In these areas the proportion of workers who earned as much as 60 cents varied from only 3 percent in Texas and 5 percent in Michigan to 14 percent in other Massachusetts and to 33 percent in up-State New York.

There was also a large difference between the earnings of workers in Boston, Philadelphia, and New York City and in the remainder of the respective States, with the workers in the metropolitan areas averaging from 23 to 39 cents an hour more than the workers in the areas outside the cities.

Hourly earnings by wholesale price of dress.—On the whole, though earnings do not advance uniformly with the wholesale price of the dress in each State, the better the workmanship required on these street dresses the higher the earnings. Considering all States combined, the average hourly earnings of the workers on the lowest-priced dress, that at \$1.37½ and under, were 51.8 cents; they increased to 85.5 cents for workers on dresses priced at over \$4.75 and including \$8.75, but decreased to 85.2 cents in the next higher price range, and advanced to 97.2 cents for the workers on dresses wholesaling at over \$10.75.

Workers in New York City had much higher earnings than workers in other places on all dresses but those at the lowest price levels. On dresses selling for \$1.37½ and under, New York City workers averaged 56.9 cents an hour, whereas in Connecticut employees received 61.5 cents an hour. Average earnings were somewhat lower in New Jersey (47.9 cents) and in up-State New York (43.1 cents).

On dresses wholesaling at over \$1.37½ and including \$3.75, workers in New York City averaged 80 cents, but in other places the average varied from only 27.6 cents in Texas to 67 cents in Illinois. Workers on dresses in the four price groups above \$3.75 had average hourly earnings of 91.8 cents to just over \$1.00 in New York City. In New Jersey their highest average earnings were 90.7 cents, but in all other States the average was less than 90 cents, the highest figure being 85.9 cents for Ohio workers employed on dresses priced at over \$8.75 and including \$10.75. The lowest average was the 29.3 cents earned by workers on dresses at over \$3.75 and including \$4.75 in Texas.

TABLE III.—Average hourly earnings of experienced employees in the UNIT-PRICED-DRESS INDUSTRY, by wholesale price of dress and by area

Area	Dresses priced at—														
	\$1.37½ and under			Over \$1.37½ and including \$3.75			Over \$3.75 and including \$4.75			Over \$4.75 and including \$8.75			Over \$8.75 and including \$10.75		
	Firms— Number	Employees ¹		Firms— Number	Employees ¹		Firms— Number	Employees ¹		Firms— Number	Employees ¹		Firms— Number	Employees ¹	
		Num- ber	Aver- age hourly earn- ings ² (cents)		Num- ber	Aver- age hourly earn- ings ² (cents)		Num- ber	Aver- age hourly earn- ings ² (cents)		Num- ber	Aver- age hourly earn- ings ² (cents)		Num- ber	Aver- age hourly earn- ings ² (cents)
All areas	80	3, 376	51.8	316	14, 744	67.4	207	10, 370	79.5	229	10, 043	85.5	130	6, 172	97.2
California				12	810	50.4	5	130	56.2	10	523	58.3	4	235	64.2
Connecticut	3	188	61.5	6	436	55.2	8	991	65.4	6	426	72.3	2	99	73.6
Georgia	2	80	46.6	2	43	38.9	2	76	44.9						
Illinois	1			2	36	67.0	6	86	64.0	8	432	68.4	11	477	77.9
Massachusetts				4	609	46.5	9	336	67.9	5	240	64.6	4	196	68.8
Michigan							3	55	41.0						
Minnesota				1			4	195	53.9	3	139	55.9			
Missouri				2	61	50.0	11	599	53.5	7	229	64.9	4	319	61.0
New York City	47	1, 791	56.9	188	7, 436	80.0	119	5, 774	91.8	162	6, 055	97.4	89	3, 186	97.5
Up-State New York	10	390	43.1	26	1, 158	54.7	3	144	76.5	3	468	40.2			
New Jersey	13	633	47.9	45	2, 817	59.8	25	1, 317	76.7	12	732	81.2	6	386	80.4
Ohio				2	7	(³)				1			3	196	85.9
Philadelphia	2	53	40.6	15	586	62.0	6	272	76.9	11	570	83.7	4	698	77.6
Other Pennsylvania	2	216	35.3	7	410	35.6							1		
Texas				2	155	27.6	4	324	29.3	1			2	76	46.1
Other ⁴				2	164	64.0	2	71	43.8					2	71

¹ Where only one firm is reported, employees and earnings are included in total but not shown separately.² The mean—the simple arithmetic average.³ Not computed; base too small.⁴ Indiana, Maryland, Washington, and Wisconsin.

Hourly earnings by type of organization.—A separate tabulation was made of earnings in contract shops and in inside shops in the New York Metropolitan District. Only 30 percent of the firms scheduled in this area were inside shops. In New York City the average hourly earnings of workers in inside shops were 97.2 cents, in contract shops 83.3 cents. In up-State New York there was little difference in the two groups; in both, earnings were approximately 50 cents. In Connecticut the contract-shop earnings averaged 68.4 cents an hour, compared with 55.7 cents for inside factories. In New Jersey also earnings were higher in the contract shops, or 67.3 cents compared with 62.8 cents. The difference in earnings between contract shops and inside plants is due more largely to size of plant than to method of operation. The average number of employees in contract shops in New York City was about 40, whereas inside shops in New York City averaged around 50 workers and in New Jersey and up-State New York approximately 100.

Hourly earnings by occupation.—Information was obtained concerning the sex and occupation of each employee, and as some occupations are filled almost entirely by men and others by women a comparison of the earnings of workers classified according to occupation gives a fairly accurate picture of the differences in men's and women's earnings, as well as differences in earnings paid for the various types of work.

The largest occupational group, 29,323 workers or 57 percent of the total, were machine operators, and the great majority of these, 87 percent, were women. Sewing-machine operations generally were paid for on a piece-rate basis and three-fourths of the operators reported were paid piece rates. Hand finishers, inspectors, and packers made up the second largest group and these numbered 10,131, or 20 percent of the force. Practically all this group, over 99 percent, were women. Other groups composed largely of women were the general indirect labor group (floor girls, bundlers, cleaners, and so forth), who make up about 3 percent of the force, and the supervisory group, comprising 5 percent.

The largest though not the most important group of men, 3,892, were machine operators, 13 percent of the machine-operator group. The occupations requiring the highest degree of skill are cutting out the materials preparatory to their being sewed into dresses, and pressing the finished garments. Good workmanship by pressers is essential on the higher-priced dresses. The cutters comprised 5 percent, and the pressers 8 percent, of all the workers. More than four-fifths of these two groups combined were men—92 percent of the cutters and 79 percent of the pressers. The nonmanufacturing groups of shipping, maintenance, and plant clerical workers together formed 3 percent of the employees reported, and the large majority of these workers also were men. The composition of the work force in the firms scheduled is shown in the following summary.

Occupation	All employees	Men	Women	
			Number	Percent
Total.....	51,688	12,087	39,601	76.6
Machine operators.....	29,323	3,892	25,431	86.7
Hand finishers, inspectors, and packers.....	10,131	85	10,046	99.2
Cutters.....	2,471	2,273	198	8.0
Pressers.....	4,267	3,348	919	21.5
General indirect labor.....	1,320	476	844	63.9
Shipping.....	1,188	1,131	55	4.6
Maintenance.....	170	156	14	8.2
Supervisory and machinists.....	2,610	597	2,013	77.1
Plant clerical.....	210	129	81	38.6

Unpublished tabulations of the occupational distribution of employees by area show that in each instance the largest group of workers were machine operators. Less than half in Minnesota (48 percent) and Boston (49 percent) were machine operators, but in the other areas the proportion varied from 50 percent in Illinois to 66 percent in New Jersey and 69 percent in up-State New York. Hand finishers, inspectors, and packers made up the second largest group in each area and the proportion they were of the total number varied from 13 percent in Georgia to 25 percent in Illinois and Minnesota. In New York City, much the largest of the dress-producing centers covered, 53 percent of the workers were machine operators and 20 percent were hand workers.

With four exceptions, the next largest occupational group were pressers, the proportion in this class varying from 6 to 10 percent. In other Massachusetts, California, and Missouri the proportions of cutters and pressers were practically the same, and in Minnesota pressers were fewer in number than cutters. Though cutting is one of the most important and exacting occupations in the clothing industry, this work is largely confined to inside and jobber manufacturers. Consequently, in areas such as New Jersey, Connecticut, up-State New York, and other Pennsylvania, where the majority of firms are contract shops, cutters are a negligible part of the work force. Three percent or less of the workers in these areas were cutters.

The average hourly earnings of the workers in the various occupations are shown by area in table IV. A comparison with other branches of the apparel industry shows that in all but two occupations the unit-priced-dress workers had substantially higher average earnings than workers in any other branch. The exceptions were that shipping workers in the unit-priced-dress firms had earnings below those in corset firms (they were the same as in dozen-priced dresses) and that maintenance workers averaged less than those in corset, blouse, and underwear and nightwear firms.

The highest earnings in unit-priced-dress firms were those of pressers. Their average earnings were \$1.26 an hour, and as many as 30 percent had earnings of \$1.50 or more. Only 18 percent of the group had earnings below 75 cents an hour. Cutters ranked next, with average hourly earnings of \$1.15. Only 18 percent of the cutters were paid less than 75 cents, and 46 percent earned \$1.25 and under \$1.50, and 11 percent \$1.50 or over. Other employees with relatively high earnings were the supervisors and machinists, who averaged 96.4 cents.

TABLE IV.—Average hourly earnings of experienced employees in the UNIT-PRICED-DRESS INDUSTRY, by occupation and by area

Area	All factory employees (77 percent women)		Machine operators (87 percent women)		Hand finishers, inspectors, and packers (99 percent women)		Cutters (8 percent women)		Pressers (22 percent women)		General indirect labor (64 percent women)		Shipping (5 percent women)		Maintenance (8 percent women)		Supervisory and machinists (77 percent women)		Plant clerical (39 percent women)	
	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)
All areas.....	51,055	78.2	29,182	77.7	9,961	55.8	2,458	115.4	4,179	126.3	1,286	41.7	1,138	42.8	153	39.2	2,478	96.4	200	52.7
California.....	1,799	55.9	1,043	52.7	314	46.9	123	86.8	121	68.2	40	44.7	43	48.0	10	—	100	76.4	5	—
Connecticut.....	2,401	66.8	1,537	68.3	501	49.8	31	72.8	189	109.5	101	42.7	4	—	3	—	35	82.7	—	—
Georgia.....	199	44.3	131	46.1	26	37.3	11	—	19	—	2	—	—	—	5	—	5	—	—	—
Illinois.....	1,650	75.0	853	72.2	407	56.4	125	103.0	167	114.1	24	—	18	—	9	—	41	115.8	6	—
Boston.....	793	69.9	389	70.1	180	46.7	47	99.8	80	116.9	24	—	24	—	1	—	48	78.7	—	—
Other Massachusetts.....	658	46.5	405	45.4	129	35.9	38	66.2	40	76.2	21	—	11	—	—	—	14	—	—	—
Michigan.....	55	41.0	37	41.0	10	—	1	—	5	—	1	—	—	—	1	—	—	—	—	—
Minnesota.....	350	54.1	165	54.8	88	45.5	32	70.9	27	56.4	4	—	12	—	—	—	10	—	11	—
Missouri.....	1,208	57.5	670	52.9	234	44.8	85	88.0	86	103.5	41	39.8	19	—	20	—	45	86.8	8	—
New York City.....	29,345	90.0	15,752	91.6	5,833	61.2	1,644	127.4	2,369	150.6	690	43.7	927	42.8	75	41.0	1,902	101.7	148	56.5
Up-State New York.....	2,160	50.9	1,488	50.0	348	39.8	52	84.7	167	75.7	50	34.9	6	—	1	—	39	62.4	9	—
New Jersey.....	5,986	66.7	4,003	67.7	1,126	49.4	47	101.8	538	101.8	166	40.6	2	—	16	—	80	78.9	8	—
Ohio.....	404	79.7	235	77.8	80	61.1	32	126.8	38	104.7	7	—	8	—	1	—	3	—	—	—
Philadelphia.....	2,179	74.0	1,294	73.4	367	56.4	126	102.9	188	109.7	48	35.4	52	44.9	2	—	99	78.7	3	—
Other Pennsylvania.....	930	42.3	589	39.5	179	39.9	20	—	74	50.3	41	32.2	4	—	2	—	21	—	—	—
Texas.....	632	31.8	407	29.9	100	30.0	24	—	48	33.7	15	—	6	—	3	—	27	42.7	2	—
Other ²	306	59.6	184	58.3	54	48.9	20	—	23	—	11	—	2	—	3	—	9	—	—	—

¹ The mean—the simple arithmetic average. Not computed where base less than 25.
Indiana, Maryland, Washington, and Wisconsin.

Approximately three-fifths of this group earned 80 cents or more and only one-tenth were paid less than 60 cents.

The distribution of earnings of the machine operators, the largest of the occupational groups, approximated the distribution of all employees combined, and their average earnings, 77.7 cents, were only one-half cent below the general average. The majority of the machine operators, 56 percent, earned 70 cents and over, 22 percent earning \$1 or more; however, a substantial group, 21 percent, were paid less than 50 cents.

Average earnings of the other groups varied from 39.2 cents for the maintenance workers and 41.7 cents for the general indirect factory workers to 55.8 cents for the hand-finisher group, the latter comprising the second largest occupational group and having the heaviest concentration of their earnings (56 percent) at below 55 cents. From 50 to 82 percent of the workers in the other groups had earnings below 50 cents. Only 10 percent of the hand-worker group averaged as much as 80 cents an hour.

By area, the average hourly earnings of pressers, the highest-paid workers, varied from 33.7 cents in Texas to 150.6 cents an hour in New York City, or a difference between the two areas of \$1.17 an hour. Other areas where pressers averaged more than \$1 were Boston, Illinois, Philadelphia, Connecticut, Ohio, Missouri, and New Jersey. The average earnings of cutters ranged from 66.2 cents in other Massachusetts to 127.4 cents in New York City, with averages of more than \$1 paid also in Ohio, Illinois, Philadelphia, and New Jersey. In California, Minnesota, up-State New York, and Ohio, cutters averaged more than pressers, and in New Jersey the average earnings were identical for these groups. The only other groups to average as much as \$1 an hour were the supervisors and machinists in New York City and Illinois firms.

The New York City firms again paid the best wages received by machine operators, the average being 91.6 cents. This was followed by Ohio, Philadelphia, Illinois, and Boston, with averages varying downward from 77.8 cents to 70.1 cents. At the other extreme were Texas with an average of 29.9 cents, other Pennsylvania with 39.5 cents, Michigan with 41 cents, other Massachusetts with 45.4 cents, and Georgia with 46.1 cents. The average earnings of the hand finishers, inspectors, and packers varied from 30 cents in Texas and 34.8 cents in Michigan to 61.1 cents in Ohio and 61.2 cents in New York City. For hand workers in Philadelphia and Illinois the average earnings were alike—56.4 cents for both groups. California firms paid higher wages than those in other areas to indirect factory labor and to shipping workers, and Illinois firms led in average amounts paid to supervisors and machinists.

Hourly earnings in union and nonunion shops.—The unit-priced dress branch is one of the most highly unionized branches of the apparel industry, and 994 firms, with about nine-tenths of the workers, reported that they were operating under an agreement with a union. In all but 5 of the areas covered the majority of the employees were in union shops, the proportion varying from 56 percent in Ohio to 93 percent in Illinois, 94 percent in New Jersey, 95 percent in Philadelphia, 99 percent in New York City, and 100 percent in Georgia and Minnesota. All the workers in scheduled firms in Michigan and Texas and from 53

to 63 percent of those in up-State New York, other Massachusetts, and California were in unorganized shops.

The average hourly earnings of union workers varied from just over 44 cents in other Pennsylvania and Georgia to 84.9 cents in Ohio and to 90.4 cents in New York City. They were just below 50 cents in other Massachusetts; between 50 and 60 cents in Minnesota and Missouri; between 60 and 70 cents in California, up-State New York, New Jersey, and Connecticut; and between 70 and 80 cents in Boston, Philadelphia, and Illinois. For nonunion employees the range in average earnings was from 29.8 cents in other Pennsylvania to 65.2 cents in Boston and 73 cents in Ohio. In each area where comparison of earnings is possible, the union employees had earnings materially higher than those of the nonunion workers. The difference in favor of the workers in unionized firms was only 3.7 cents in other Massachusetts, 6.1 cents in Boston, and 11.9 cents in Ohio, but in New Jersey, New York City, up-State New York, and Illinois the union workers averaged from 28.3 to 33.5 cents an hour more than the nonunion employees. The difference was more than 20 cents an hour also in Connecticut, the residual group "other," and Philadelphia.

Hourly earnings in the various firms.—Tabulations were prepared of employees' individual earnings in each firm separately in order to relate them to size of firm, to firm's average, and to firm's location. The 1,104 firms are distributed according to the average hourly earnings of their factory employees in the accompanying summary.

Average hourly earnings in the firm (cents)	Number of firms	Employees		Average hourly earnings in the firm (cents)	Number of firms	Employees	
		Number	Percent			Number	Percent
Total.....	1, 104	51, 055	100. 0	45.0, under 47.5....	8	694	1. 4
25.0, under 27.5....	4	180	0. 4	47.5, under 50.0....	18	1, 080	2. 1
27.5, under 30.0....	7	336	. 7	50.0, under 55.0....	39	1, 690	3. 3
30.0, under 32.5....	14	684	1. 3	55.0, under 60.0....	49	3, 414	6. 7
32.5, under 35.0....	11	477	. 9	60.0, under 70.0....	138	6, 708	13. 1
35.0, under 37.5....	16	1, 099	2. 2	70.0, under 80.0....	164	8, 276	16. 2
37.5, under 40.0....	11	346	. 7	80.0, under 90.0....	167	6, 973	13. 7
40.0, under 42.5....	20	771	1. 5	90.0, under 100.0...	193	8, 094	15. 8
42.5, under 45.0....	14	880	1. 7	100.0 and over.....	231	9, 353	18. 3

On the basis of number of employees the size of the firms ranged from less than 25 to nearly 550; 24 percent of the 1,104 firms employed fewer than 25 workers, 45 percent had 25 and under 50, 19 percent had 50 and under 75, 6 percent had 75 and under 100, and 7 percent had 100 or more. The average earnings in the entire group of firms varied from 25 and under 27½ cents to over \$1; in 123 firms the average was below 50 cents, in 88 it was 50 and under 60 cents, in 138 it was 60 and under 70 cents, in 164 it was 70 and under 80 cents, in 360 it was 80 cents and under \$1, and in 231 it was \$1 or more.

In each of the classes of under 25 employees, 25 and under 50 employees, and 100 and under 200 employees, some firms paid wages that averaged less than 30 cents and some paid wages that averaged \$1 or more; and in the other three classes the range of average earnings was from 30 and under 32½ cents to \$1 or more. However, in general, wage levels are higher in the smaller than in the largest firms. Hourly earnings of employees averaged 75 cents and more in 66 percent of the

firms with fewer than 50 employees but in only 40 percent of those with 100 or more, and they were less than 50 cents in only 10 percent of the firms with fewer than 50 employees but in 18 percent of those with 100 or more.

Naturally, hourly earnings of individual employees varied widely from the general average for the firm, and both in firms with relatively low averages and in those with relatively high averages some workers earned very much less and others very much more than the average. In one or more firms in every average group but the lowest and that of 32½ and under 35 cents there were workers whose averages were less than 30 cents and others whose averages were \$1 or more. In the 4 firms with averages of 25 and under 27½ cents, individual employees had earnings varying from less than 25 cents to 55 and under 57½ cents; and in the 11 firms with averages of 32½ and under 35 cents, the earnings of individual employees ranged from less than 25 cents to 87½ and under 90 cents. The heavy concentration, however, was in the low intervals of the wage scale in the low-average firms and the concentration points moved upward on the wage scale as the firm averages increased.

Further, there was little correlation between the average hourly earnings of employees and the firm's location. In New York City the range in average earnings in the various firms was from 25 and under 27½ cents to more than \$1.50; in 31 percent of the firms the average was \$1 and over, in 51 percent it was 75 cents and under \$1, and in only 3 percent was it under 50 cents. In New Jersey, the second largest center, the firm averages varied from 27½ and under 30 cents to more than \$1, and in Philadelphia the range was from 37½ and under 40 cents to \$1 and over.

The 231 firms whose employees averaged \$1 or more an hour were in Connecticut, Illinois, New Jersey, Philadelphia, and New York City, 223 of them in the last named. Low-wage firms, with average earnings below 40 cents, were in each area but Boston and Minnesota. The 11 firms with average earnings below 30 cents were in New Jersey, New York City, up-State New York, other Pennsylvania, and Texas.

Hours worked.

The number of hours worked in the pay-roll week recorded was tabulated for 50,970 employees. Though the largest group, 43 percent of the total, worked 35 hours, the standard workweek adopted by the union, a strikingly large proportion, 35 percent, worked less than 35 hours. Such a large number of employees working less than 35 hours indicates that many unit-priced-dress firms were not operating on a full-time schedule in the spring of 1939. Only 7 percent of all the employees worked as long as 44 hours.

In New York City, most highly unionized center in the industry, 93 percent of the employees worked 35 hours or less, 55 percent of them working 35 hours and 38 percent working less than 35. In New Jersey and Connecticut, considered as part of the New York Metropolitan District and with the employers largely union-contract firms, 78 percent worked 35 hours or less; in New Jersey, however, the group who worked less than 35 was larger than the group working 35 hours, as was true of 11 of the 17 areas.

Unfavorable working hours for many workers were found in several

areas. In Georgia 57 percent of the employees had less than 35 hours of work, though as many as 15 percent worked over 40 hours. In Boston 37 percent and in other Massachusetts 51 percent worked over 40 hours. In Texas 51 percent and in Michigan 62 percent worked 44 hours and more.

TABLE V.—*Hours worked in the pay-roll week recorded by employees in the UNIT-PRICED-DRESS INDUSTRY*

Hours worked	Employees		Hours worked	Employees	
	Number	Percent		Number	Percent
Total.....	50,970	100.0	40.....	1,937	3.8
Under 35.....	17,919	35.2	Over 40, under 44.....	1,982	3.9
35.....	22,050	43.3	44.....	2,348	4.6
Over 35, under 40.....	3,671	7.2	Over 44.....	1,063	2.1

Week's earnings.

The amount of the total earnings received in the pay-roll week recorded was reported for 51,688 workers in the 1,104 shops visited. The average week's earnings of the entire group, regardless of the hours worked, were \$25.56. The most usual earnings were \$10 and under \$30, with more than three-fifths of the workers (63 percent) receiving such amounts; 20 percent were in the \$5 group at \$15 and under \$20. Fourteen percent had earnings of \$40 and over, and only 7 percent earned below \$10.

Employees in the unit-priced-dress firms had much higher week's earnings than those of workers in any of the other apparel branches covered. However, there was wide variation in the earnings of workers in the different areas. In Texas the workers averaged only \$12.72, and in Georgia and other Pennsylvania they averaged only about \$14.50. In contrast, employees in Illinois, Boston, Philadelphia, New York City, and Ohio had average earnings of \$25.83 to \$29.84. Thus workers in Texas averaged only 43 percent as much as those in Ohio. The average was more than \$20 also in California, New Jersey, Missouri, Connecticut, and the group "other States."

The employees in the large cities—New York City, Philadelphia, and Boston—had materially higher earnings than those in the remainder of their respective States. Employees in Boston averaged \$7.29 more than workers in other Massachusetts firms; the New York City workers averaged \$11.47 more, and the Philadelphia workers \$11.92 more, than workers in firms in their respective States outside those cities.

The average indicates in a general way the differences in earnings in the various areas, but in all cases important groups of workers had earnings considerably below or above the average. Only from 12 to 20 percent of the workers in Ohio, New York City, Illinois, Boston, and Philadelphia, in contrast to 46 percent in Michigan, 50 percent in up-State New York, and from 70 to 80 percent in other Pennsylvania, Georgia, and Texas, had earnings below \$16.

At the other extreme of the wage scale, the proportion of workers with earnings of \$28 or more varied from less than 5 percent in Texas, Georgia, and other Pennsylvania to 32 percent in Illinois and Boston, 38 percent in Philadelphia, 44 percent in New York City, and 54 percent in Ohio.

TABLE VI.—*Week's earnings of experienced employees in the UNIT-PRICED-DRESS INDUSTRY, by area*

Week's earnings	Total		Percent of employees with week's earnings as specified in—																
	Num-ber	Per-cent	Cali-fornia	Con-necti-cut	Geor-gia	Illi-nois	Massachu-setts		Mich-igan	Min-ne-sota	Mis-souri	New Jersey	New York		Ohio	Pennsyl-vania		Texas	Other States ¹
							Bos-ton	Other Mass-achu-sets					New York City	Up-State New York		Phila-del-phia	Other Penn-sylva-nia		
Number of firms	1,104		35	28	6	40	19	5	3	8	24	103	720	42	7	38	10	10	6
Number of employees	51,688	100.0	1,803	2,411	203	1,753	801	666	59	355	1,219	6,042	29,711	2,176	422	2,180	947	632	308
Average earnings ²	\$25.56		\$20.33	\$22.31	\$14.44	\$25.83	\$26.24	\$18.95	\$17.45	\$19.26	\$21.64	\$20.66	\$23.73	\$17.26	\$29.84	\$26.47	\$14.55	\$12.72	\$22.14
Percent of employees																			
Under \$5	764	1.5	1.7	1.2	2.5	0.7	0.4	0.5	1.7	2.5	3.4	2.0	1.2	2.1	0.5	0.7	5.6	6.0	1.6
\$5, under \$10	2,708	5.2	5.3	4.8	23.2	2.7	1.9	3.6	6.8	4.5	5.5	8.8	3.8	10.2	2.4	3.2	17.7	18.2	7.1
\$10, under \$15	7,156	13.8	17.4	17.0	38.4	10.0	12.5	24.6	28.8	15.8	18.5	17.0	9.5	31.6	7.3	12.3	39.9	53.3	19.2
\$15, under \$20	10,401	20.1	32.7	21.3	24.6	22.1	20.2	43.8	37.3	36.9	29.1	23.0	17.4	27.3	13.0	16.7	18.6	12.8	21.4
\$20, under \$25	8,483	16.4	21.9	20.3	7.9	22.3	19.6	16.5	15.3	22.5	19.4	23.8	14.0	16.7	14.7	16.8	11.9	5.1	20.5
\$25, under \$30	6,761	13.1	8.8	18.8	5	15.9	20.3	5.0	5.1	10.7	8.8	11.4	14.2	5.3	13.0	17.6	2.0	2.5	11.7
\$30, under \$35	4,864	9.4	4.7	8.2	5	8.3	8.4	1.7	2.8	4.1	6.5	11.7	2.7	17.8	11.7	1.5	.6	5.5	5.5
\$35, under \$40	3,140	6.1	3.7	3.5	1.0	4.7	4.7	.9	1.7	1.7	2.8	3.0	8.0	1.8	8.8	7.5	1.8	.5	4.9
\$40, under \$45	2,297	4.4	1.7	2.2	-----	4.8	2.7	.8	1.7	1.4	3.5	2.1	5.8	.6	10.2	6.1	.1	.8	1.0
\$45, under \$50	1,784	3.5	.5	.9	-----	2.1	2.6	.6	1.7	.3	1.6	1.0	5.0	.5	6.9	2.8	.1	.2	5.8
\$50 and over	3,330	6.4	1.7	1.7	1.5	6.4	6.6	2.1	1.7	.8	3.4	1.5	9.4	1.1	5.5	4.6	.7	-----	1.3
Cumulative percents																			
Under \$14	8,885	17.2	18.0	19.0	56.2	10.9	10.6	20.3	33.9	17.7	22.0	24.4	12.1	38.3	7.8	12.6	50.9	71.7	22.1
Under \$16	12,685	24.5	30.3	27.7	72.9	18.4	19.1	37.7	45.8	31.5	32.9	32.3	17.7	49.7	12.3	19.9	69.7	80.4	33.1
Under \$18	17,434	33.7	44.6	37.3	82.3	27.3	26.7	53.8	64.4	47.3	45.1	42.9	26.1	62.8	19.0	26.3	77.1	85.8	40.6
Under \$20	21,029	40.7	57.1	44.4	88.7	35.5	35.0	72.5	74.6	59.7	56.4	50.8	31.9	71.2	23.2	32.8	81.8	90.3	49.4
Under \$22	24,046	47.7	68.1	51.6	95.1	44.1	43.6	81.1	84.7	73.2	66.6	60.0	38.0	77.1	31.3	40.4	85.0	93.8	57.1
\$22 and over	27,042	52.3	31.9	48.4	4.9	55.9	56.4	18.9	15.3	26.8	33.4	40.0	62.0	22.9	68.7	59.6	15.0	6.2	42.9
\$24 and over	23,635	45.7	23.6	39.9	3.9	46.3	49.1	11.9	11.9	19.7	25.8	29.3	56.6	14.0	65.2	54.4	7.0	4.6	34.4
\$26 and over	20,615	39.9	17.8	32.1	3.0	37.4	40.4	8.6	6.8	14.9	21.1	22.5	51.0	10.8	59.2	46.7	5.0	3.3	26.3
\$28 and over	17,555	34.0	14.0	25.4	3.0	32.0	32.3	7.5	5.1	10.4	18.2	17.6	44.2	8.3	54.3	38.0	4.6	2.2	22.7
\$30 and over	15,415	29.8	12.2	16.5	3.0	26.2	25.1	6.0	5.1	7.0	15.3	14.0	39.9	6.7	49.1	32.8	4.2	2.1	18.5

¹ Indiana, Maryland, Washington, and Wisconsin.² The mean—the simple arithmetic average.

Part IV.—WOMEN'S BLOUSES

Blouses were a fashion garment in the spring of 1939. While some firms specialized regularly in blouse manufacture, other firms produced a different type of garment in 1938 or in conjunction with blouses in 1939. Firms whose volume of manufacture was in blouses during the period for which pay-roll data were taken were considered blouse manufacturers for the purposes of this survey. One-fourth of those scheduled produced other garments in minor quantities in the same period, such garments being skirts, jackets, dresses, playsuits, beachwear, slacks, shorts, underwear, children's dresses, negligees, and neckwear. Over two-fifths of the blouse firms scheduled had produced blouses and one or more other types of garment in 1938.

Scope of survey.

In the spring of 1939, 295 firms operating as inside manufacturers, manufacturing jobbers, or contractors, and employing approximately 10,300 persons, were known to be engaged in blouse manufacture. Seven States had 3 or more establishments and 7 other States had 1 or 2 blouse manufacturers. Firms for which pay-roll data were secured numbered 156, or 53 percent of the total; these were situated in each of the States with 3 or more blouse factories and in 3 of the 7 States with 1 or 2 such factories.

Of the 156 firms scheduled, 62 were inside shops, that is, factories carrying on all parts of the production within the plant though some work occasionally was sent out to contractors. Jobbers who cut material but jobbed the sewing to contractors were 12 in number, and contractors were 82. The proportion of jobbers scheduled was small intentionally because jobbers usually employ only cutters in their shops. As all jobbers are reported to be unionized, the union cutters' rate prevails in such plants. The number of employees in the factories scheduled was 7,204, or 70 percent of all blouse makers in the spring of 1939. The proportion of employees for whom pay-roll data were secured is materially higher than the proportion of firms scheduled, because of the complete inclusion of jobbers in the firm listing. The proportion of total inside firms and contractors that were scheduled is 64 percent.

The distribution of plants and employees among the States covered in the survey corresponds very closely to the distribution of all plants and employees in the industry. Table I shows that the very great majority, 69 percent of the plants scheduled and 72 percent of the employees, were in New York or Pennsylvania, and no other State had so many as 10 percent.

In general the blouse factories were small establishments; only 11 of the 156 scheduled employed as many as 100 workers and none employed 200. Nearly one-third (47) of the plants had under 25 employees, and just over one-third (55) had 25 and under 50.

More than nine-tenths (92 percent) of all employees reported were women. In Massachusetts and New York they comprised respectively 88 and 89 percent of the workers, but in Connecticut and New Jersey all but 3 percent of the force were women. In Pennsylvania, which ranked next to New York in number of employees, women comprised 93 percent of the workers.

The pay period for which wage and hour data were obtained was in February, March, or April, 1939; a few firms that had not operated so much as 3 days a week in these months gave pay-roll data for January instead.

TABLE I.—*Extent and location of the BLOUSE INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Firms in business, spring of 1939			Firms included in survey				
	Firms— Number	Factory employees		Firms— Number	Factory employees			
		Number	Percent		Total number	Percent	Men	Women
Total.....	295	10,324	100.0	156	7,204	100.0	601	6,603
Percent.....	100.0	100.0	-----	52.9	69.8	-----	-----	-----
California.....	22	601	5.8	13	554	7.7	32	522
Connecticut.....	5	353	3.4	3	275	3.8	9	266
Illinois.....	16	389	3.8	9	242	3.4	18	224
Massachusetts.....	10	320	3.1	6	191	2.7	23	168
New Jersey.....	20	783	7.6	14	681	9.5	20	661
New York.....	¹ 159	4,597	44.5	66	2,768	38.4	317	2,451
Pennsylvania.....	54	3,093	30.0	42	2,425	33.7	178	2,247
Other ²	9	188	1.8	3	68	.9	4	64

¹ Includes 57 manufacturing jobbers not scheduled and 12 manufacturing jobbers scheduled.

² Michigan, Minnesota, Washington, Missouri, Delaware, Rhode Island, and Oregon, the first three of which were covered in the Women's Bureau survey.

Labor costs.

Because of the large number of contractors and jobbers in blouse manufacture, a representative number of reports on labor costs related to total costs were not obtainable in New York, the principal blouse-producing State. The costs secured were for inside manufacturers in California, Illinois, and Pennsylvania. In California inside shops labor costs were 29 percent of total costs, in Illinois 26 percent, and in Pennsylvania 23 percent. Labor costs were 35 percent of manufacturing costs in inside shops in California and approximately 31 percent in Illinois and Pennsylvania.

Learners.

When questioned as to the time required to learn the crafts, less than two-fifths of the firms (59) reported any learner policy and a large proportion of these had no definite idea as to the time required to learn the work. Over two-fifths of the firms reporting a definite time gave less than four weeks as the learning period and more than one-third gave from four to eight weeks. In the other firms the ideas of a learning period ranged from over eight weeks to one year.

Learners were paid hourly or weekly time rates by 32 firms and piece rates with or without a guaranteed minimum per hour by 23 firms.

Among the plants paying on a time basis, the rate was only 20 cents an hour in 2; but in 15 it was 25 cents or \$10 for a 40-hour week, and in 11 it was above 25 cents, 10 firms paying \$10 for 35 hours or \$11 for 40 hours. In the firms employing learners at piece rates but guaranteeing an hourly minimum, such minimum was 25 cents in 12 firms and 35 cents in 1 firm. Ten firms paid regular piece rates without a guaranty.

The number of workers reported on the pay roll as learners or handicapped workers, 61 in the latter class, was 240; 171 were machine operators, 49 were hand workers, inspectors, and packers, and 20 did other work. Hourly earnings were computed for 235 workers. The most common earnings, received by practically one-third (33 percent) of the total, were 25 cents, and almost one-fifth of all (19 percent) were paid over 25 but under 30 cents. About one-fourth of the learners and substandard workers had earnings above 35 cents, most of these 40 cents or more. One-eighth were paid less than 25 cents an hour. None of these workers are included in the tables on hourly earnings.

EARNINGS AND HOURS

Hourly earnings.

The tables on hourly earnings that follow show earnings of 6,765 experienced workers for whom hour records and earnings records were complete. A loss of records of 199 experienced workers, or 3 percent of the total, resulted from inadequate data on exact hours of work of some individuals scattered over a number of pay rolls. Hourly earnings were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. Earnings are computed only for regular time worked, all overtime payments having been eliminated from such computations.

All firms included in the survey in New York, Connecticut, and Illinois have union contracts. The majority of firms in Pennsylvania and New Jersey also have such contracts. The contracts in New York City, the center of blouse manufacture, provide a higher scale than elsewhere, as is shown in workers' earnings in table II and more clearly in earnings by occupation in table III. Twenty-seven percent of all employees scheduled, in contrast to 39 percent of all in the industry, were in New York City.

Because of this concentration in New York City, separate tabulations have been prepared for New York City firms and for those in places elsewhere in New York State.

Too few firms for separate tabulation were scheduled in Michigan, Minnesota, and Washington, so the earnings data reported in these States have been combined.

The average hourly earnings of the entire group were 53.1 cents, but earnings of individual employees show an extremely wide distribution, the range being from 15 cents to well over \$2 an hour. There was very little concentration at any point in the wage scale. The largest group with earnings in any 2½-cent interval was only 9 percent of the total, and the largest group in any 5-cent interval was only 13 percent of the total. One-third of the workers earned 40 and under 52½ cents; over one-fourth (26 percent) earned less than 40 cents,

but only one-twelfth earned less than 30 cents; more than one-fourth (27 percent) earned 60 cents or over.

TABLE II.—*Hourly earnings of experienced employees in the BLOUSE INDUSTRY, by area*

Hourly earnings (cents)	All areas		California	Connecticut	Chicago	Massachusetts	New Jersey	New York City	Up-State New York	Pennsylvania	Other States ¹
	Number of employees	Per cent									
Total employees	6,765	100.0	487	271	228	183	620	1,825	778	2,307	66
Average earnings ² (cents)	53.1	-----	48.9	51.9	41.3	49.3	43.4	61.0	48.6	53.9	39.1
<i>Percent of employees</i>											
Under 25.0	58	0.9	-----	-----	-----	0.5	1.1	0.7	0.5	1.4	1.5
25.0, under 27.5	262	3.9	2.9	-----	3.5	3.3	8.2	2.2	2.6	5.3	-----
27.5, under 30.0	190	2.8	2.5	-----	5.3	1.6	4.5	1.4	3.0	3.5	7.6
30.0, under 32.5	233	3.4	2.1	-----	7.5	2.2	5.3	1.8	3.3	4.7	3.0
32.5, under 35.0	297	4.4	6.4	1.8	9.6	2.7	7.4	3.2	4.1	4.0	7.6
35.0, under 37.5	410	6.1	8.0	5.9	11.8	14.8	9.0	2.9	7.3	4.5	47.0
37.5, under 40.0	326	4.8	6.2	1.1	14.5	8.2	9.8	2.1	3.5	4.9	6.1
40.0, under 42.5	487	7.2	12.1	10.0	11.0	11.5	8.6	4.9	9.5	5.7	10.6
42.5, under 45.0	400	5.9	5.7	1.1	5.7	9.8	7.7	5.0	6.4	6.5	-----
45.0, under 47.5	471	7.0	8.8	3.3	8.8	5.5	5.2	8.7	8.9	5.4	6.1
47.5, under 50.0	304	4.5	5.1	1.5	7.5	4.9	7.1	3.8	5.0	4.2	1.5
50.0, under 52.5	592	8.8	8.0	53.9	5.7	3.3	6.0	7.3	13.8	4.7	1.5
52.5, under 55.0	301	4.4	4.7	4.8	1.8	5.5	3.5	4.3	6.2	4.4	1.5
55.0, under 57.5	370	5.5	4.7	3.3	.4	3.8	2.7	7.4	7.7	5.1	-----
57.5, under 60.0	215	3.2	3.5	2.2	1.8	2.2	2.7	2.6	3.6	3.8	4.5
60.0, under 62.5	206	3.0	3.3	3.7	1.3	2.2	2.4	3.2	2.2	3.6	-----
62.5, under 65.0	215	3.2	2.1	1.5	.9	3.3	2.7	4.3	3.0	3.2	-----
65.0, under 67.5	249	3.7	1.6	.7	-----	2.7	1.1	7.0	1.8	3.7	-----
67.5, under 70.0	184	2.7	2.7	.4	-----	2.2	1.0	4.4	2.1	2.8	-----
70.0, under 72.5	150	2.2	2.7	1.1	-----	1.6	.8	2.9	1.2	2.8	-----
72.5, under 75.0	95	1.4	1.6	-----	-----	1.1	.6	2.1	1.5	1.3	-----
75.0, under 77.5	114	1.7	.8	.4	.9	-----	.3	2.7	.5	2.3	-----
77.5, under 80.0	69	1.0	1.2	-----	.4	1.1	.2	1.2	.3	1.6	-----
80.0, under 85.0	88	1.3	.6	1.5	1.3	-----	.2	1.9	.4	1.7	-----
85.0, under 90.0	87	1.3	.8	-----	-----	-----	.5	2.0	.8	1.6	-----
90.0, under 100.0	94	1.4	1.0	1.1	-----	2.7	1.0	1.7	.1	1.9	-----
100.0 and over	298	4.4	.8	.7	.4	3.3	.2	8.3	.9	5.4	1.5
<i>Cumulative percents</i>											
Under 35	1,040	15.4	13.9	1.8	25.9	10.3	26.5	9.3	13.5	18.9	19.7
Under 40	1,776	26.3	28.1	8.8	52.2	33.3	45.3	14.3	24.3	28.3	72.8
Under 45	2,663	39.4	45.9	19.9	68.9	54.6	61.6	24.2	40.2	40.5	83.4
Under 50	3,438	50.8	59.8	24.7	85.1	65.0	74.0	36.7	54.1	50.1	91.0
50 and over	3,327	49.2	40.2	75.3	14.9	35.0	26.0	63.3	45.9	49.9	9.0
55 and over	2,434	36.0	27.4	16.6	7.4	26.2	16.4	51.7	26.1	40.8	6.0
60 and over	1,849	27.3	19.2	11.1	5.2	20.2	11.0	41.7	14.8	31.9	1.5
65 and over	1,428	21.1	13.8	5.9	3.0	14.7	5.9	34.2	9.6	25.1	1.5
70 and over	995	14.7	9.5	4.8	3.0	9.8	3.8	22.8	5.7	18.6	1.5

¹ Michigan, Minnesota, and Washington.

² The mean—the simple arithmetic average

The variations in hourly earnings in the different areas are shown in table II. The two extremes of average hourly earnings were in New York City and the group of States consisting of Michigan, Minnesota, and Washington. In the former, average earnings were 61 cents; in the latter, they were only 39.1 cents. Relatively low earnings, shown by averages of 43.4 and 41.3 cents, were found also in New

Jersey and Chicago. The remaining 5 areas—up-State New York, California, Massachusetts, Connecticut, and Pennsylvania—were in an intermediate position, with average earnings varying from 48.6 cents to 53.9 cents. New York City and Pennsylvania, with over three-fifths of all the employees, were the only areas in which average earnings were above the general average for all workers.

The differences in degree of concentration of earnings at various points of the wage scale are striking. More than half of the workers in Connecticut had earnings falling in one 2½-cent interval. In comparison with this, the largest proportion of the workers with earnings in a 2½-cent interval was only 7 percent in Pennsylvania and only 9 percent in New York City. The summary following shows for each area the narrowest range of wage intervals that contains the earnings of a majority of the workers, arranged according to the highest figure of the intervals included.

New York City	54 percent earned 42½ and under 67½ cents.
Up-State New York	58 percent earned 40 and under 57½ cents.
Pennsylvania	54 percent earned 30 and under 57½ cents.
Connecticut	54 percent earned 50 and under 52½ cents.
California	54 percent earned 35 and under 52½ cents.
Massachusetts	55 percent earned 35 and under 50 cents.
New Jersey	55 percent earned 32½ and under 50 cents.
Chicago	54 percent earned 30 and under 42½ cents.
Other States	55 percent earned 32½ and under 37½ cents.

Relatively few of the employees were paid less than 30 cents an hour, the largest numbers being 9 percent of the workers in Chicago and in "other States", 10 percent in Pennsylvania, and 14 percent in New Jersey. However, a significant number in each area but Connecticut and New York City had earnings of less than 40 cents; the proportions with such earnings varied from about one-fourth in up-State New York to nearly three-fourths in Michigan, Minnesota, and Washington combined.

The more highly paid workers, those with earnings of 60 cents or over, were largely in California, Massachusetts, Pennsylvania, and New York City, where from 19 to 42 percent of the employees had such earnings. Over one-fourth of the workers in each area but Chicago and the group of Michigan, Minnesota, and Washington were paid 50 cents an hour or more.

Hourly earnings by occupation.—Sewing-machine operators comprise the largest occupational group in the blouse industry. Usually they are paid on a piece-work basis, with piece rates fixed to yield to the average worker the amount specified in the union contract. Differences in individual skill and differences in management, as well as varying piece rates, play a part in the wide variations in amounts earned. Ninety-nine percent of the machine operators, or all but 48, were women.

The second largest occupational group are girls who clean up the blouses and put on any hand touches and girls who examine them and pack them. Workers in this group frequently are employed at a weekly rate and they are among the lower-paid workers. All but 9 of the hand finishers, inspectors, and packers were women.

Cutters are the most highly paid employees; pressers rank second, excepting only the small group of supervisors and machinists. Pressers may be paid on either a piece or a time basis. The fact that a few

experienced workers in these crafts earned small amounts in the pay period scheduled has little significance, for these low hourly earnings may have been occasioned by several factors. The great majority of the cutters, 92 percent, were men, but women comprised 93 percent of the pressers and 76 percent of the supervisors.

The following summary shows the number of men and women in each occupational group for all areas combined.

Occupation	All employees	Men	Women	
			Number	Percent
Total.....	6,964	592	6,372	91.5
Machine operators.....	4,507	48	4,459	98.9
Hand finishers, inspectors, and packers.....	1,030	9	1,021	99.1
Cutters.....	237	218	19	8.0
Pressers.....	632	45	587	92.9
General indirect labor.....	176	45	131	74.4
Shipping.....	162	151	11	6.8
Maintenance.....	33	30	3	9.1
Supervisory and machinists.....	157	33	119	75.8
Plant clerical.....	30	8	22	73.3

The lowest-paid workers are employees who do odd jobs in the factory. They are comparatively few, as the majority of blouse factories are small and seldom have more than one floor boy or girl. The number of clerical workers in the plants is small. Firms in large cities employ the traveling auditor instead of a bookkeeper. One of the partners may take care of the daily journal, or firms may employ a young woman who can help with hand work in the factory. Together the indirect factory workers, plant clerical workers, and shipping workers comprised only about 5 percent of the total. About three-fourths of the first two, but less than one-tenth (7 percent) of the shipping force, were women.

Due to the fact that women predominate in all occupations but cutting, shipping, and plant maintenance, an excellent indication of the relative wage standards of men and women is gained by a comparison of the earnings of employees in the various occupational groups.

The cutters, most of whom were men, had the best earnings. The average for the group was just over a dollar an hour (100.6 cents), and less than one-fifth (18 percent) were paid as little as 60 cents. Shippers and maintenance workers, the other groups that consisted largely of men, had much lower earnings, shown by averages of only 42.6 cents and 41.9 cents. Almost half (47 percent) of the shippers, and three-fifths of the maintenance workers, were paid less than 40 cents.

Machine operators, much the largest group and the vast majority of them women, averaged 53.3 cents an hour. More than one-fifth (22 percent) of this group had earnings under 40 cents, but at the other extreme of the wage scale a substantial number, three-tenths, were paid 60 cents or more. The average hourly earnings of hand finishers, inspectors, and packers, the second largest group, were only 40.7 cents. Three-tenths of these workers earned less than 35 cents and over one-half earned 35 and under 50 cents.

The earnings of pressers were very similar to those of machine operators, the pressers' average (54.5 cents) being the higher by only

TABLE III.—Average hourly earnings of experienced employees in the BLOUSE INDUSTRY, by occupation and by area

Area	All factory employees (92 percent women)		Machine operators (99 percent women)		Hand finishers, inspectors, and packers (99 percent women)		Cutters (8 percent women)		Pressers (93 percent women)		General indirect labor (74 percent women)		Shipping (7 percent women)		Maintenance (9 percent women)		Supervisory and machinists (76 percent women)		Plant clerical (73 percent women)
	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees
All areas.....	6,765	53.1	4,411	53.3	999	40.7	231	100.6	615	54.5	171	37.0	155	42.6	26	41.9	133	88.6	24
California.....	487	48.9	342	47.8	40	43.9	25	70.7	35	50.3	18	—	10	—	5	—	12	—	—
Connecticut.....	271	51.9	211	52.5	41	40.5	3	—	10	—	1	—	—	—	1	—	4	—	—
Chicago.....	228	41.3	137	40.9	33	36.7	11	—	23	—	9	—	3	—	2	—	7	—	3
Massachusetts.....	183	49.3	110	49.1	36	37.3	8	—	14	—	3	—	4	—	2	—	6	—	—
New Jersey.....	620	43.4	487	43.8	86	37.6	8	—	24	—	12	—	1	—	—	—	1	—	1
New York City.....	1,825	61.0	1,011	60.6	340	45.5	87	128.9	130	69.7	78	38.5	96	41.0	6	—	62	105.9	15
Up-State New York.....	778	48.6	529	50.6	160	38.7	13	—	34	49.5	17	—	3	—	3	—	15	—	4
Pennsylvania.....	2,307	53.9	1,540	55.6	259	37.3	74	94.0	339	51.4	31	33.0	35	45.4	7	—	21	—	1
Other ¹	66	39.1	44	36.7	4	—	2	—	6	—	2	—	3	—	—	—	5	—	—

¹ The mean—the simple arithmetic average. Not computed where base less than 25.² Michigan, Minnesota, and Washington.

1.2 cents. The distribution of pressers' earnings shows that approximately one-fifth earned less than 40 cents and three-tenths earned 60 cents or more.

Supervisors and machinists ranked next to cutters, with an average of 88.6 cents, while the lowest-paid were the general indirect workers, with an average of 37 cents.

Table III shows the average hourly earnings of employees in each occupation in an area where 25 or more workers were reported in the occupation. New York City had the highest average earnings in each class but shipping workers, the averages in this area varying from 38.5 cents for general indirect workers to 105.9 cents for supervisors and machinists and 128.9 cents for cutters. In Pennsylvania average earnings varied from 33 cents for general indirect workers to 94 cents for cutters.

The average for machine operators varied from 36.7 cents in Michigan, Minnesota, and Washington combined to 60.6 cents in New York City, and it was above 50 cents also in Pennsylvania, Connecticut, and up-State New York. Hand finishers, inspectors, and packers averaged from 40.5 cents to 45.5 cents in Connecticut, California, and New York City, and from 36.7 cents to 38.7 cents in the 5 other areas.

Hourly earnings in union and nonunion shops.—As already noted, the great majority of the plants scheduled—133 of the 156, and found in all areas but Massachusetts—operated under a union contract. All the plants in Connecticut, Chicago, New York City, and up-State New York were unionized. About nine-tenths of the employees were in union plants.

The average hourly earnings of employees in union plants varied from 41.3 cents in Chicago to 61 cents in New York City; those in nonunion plants, from 37.3 cents in Pennsylvania to 49.3 cents in Massachusetts. In only two States—California and Pennsylvania—were the numbers in union and in nonunion plants large enough for the computation of averages, and in each case the earnings in the union plants greatly exceeded those in the nonunion plants. The average hourly earnings of union employees in California were 59.7 cents, or 12.4 cents above the average of nonunion workers; and in Pennsylvania the average earnings of union employees exceeded the average of nonunion workers by 16.6 cents.

Hourly earnings in the various firms.—Average hourly earnings have been computed for each firm scheduled, and they are classified in the accompanying summary. In unpublished tables these are related to size and location of firm, and individual employees' earnings.

Hourly earnings varied widely when classed by size of firm. In firms with fewer than 25 employees the average earnings varied from 25 and under 27½ cents to 80 and under 90 cents, and in firms with 75 or more employees they varied from 32½ and under 35 cents to 72½ and under 75 cents.

There was no concentration of average earnings peculiar to any one size of firm. For example, of the 47 firms with fewer than 25 workers, average earnings were below 40 cents in 12, were 40 and under 50 cents in 11, were 50 and under 60 cents in 8, and were 60 cents or more in 16. Of the 54 firms with 50 or more employees, average earnings were below 40 cents in 7 firms, were 40 and under 50 cents in 18, were 50 and under 60 cents in 16, and were 60 cents or more in 13.

When the averages of the individual employees are examined in relation to the firms' averages, it is clear that in most classes there were employees with relatively low and others with relatively high earnings. In the 7 firms with average earnings below 35 cents and employing only 4 percent of all employees, the range in individual employees' earnings was from less than 25 cents to 57½ and under 60 cents, but in practically all the other classes the individuals' earnings varied from less than 30 cents to \$1 and over.

Average hourly earnings in the firm (cents)	Number of firms	Employees		Average hourly earnings in the firm (cents)	Number of firms	Employees	
		Number	Percent			Number	Percent
Total.....	156	6,765	100.0	47.5, under 50.0.....	13	775	11.5
25.0, under 30.0.....	2	24	0.4	50.0, under 52.5.....	13	500	7.4
30.0, under 32.5.....	3	103	1.5	52.5, under 55.0.....	6	454	6.7
32.5, under 35.0.....	2	163	2.4	55.0, under 57.5.....	9	419	6.2
35.0, under 37.5.....	8	219	3.2	57.5, under 60.0.....	12	637	9.4
37.5, under 40.0.....	12	359	5.3	60.0, under 65.0.....	16	876	12.9
40.0, under 42.5.....	9	312	4.6	65.0, under 70.0.....	8	301	4.5
42.5, under 45.0.....	12	542	8.0	70.0, under 75.0.....	10	369	5.4
45.0, under 47.5.....	10	431	6.2	75.0 and over.....	11	281	4.2

A comparison of average earnings in firms in the different areas shows that the high-wage firms, with averages of 60 cents or more, were found in only 5 areas—New York City (29), Pennsylvania (12), California (2), New Jersey (1), and up-State New York (1)—while firms whose average earnings were below 40 cents were found in each area but Connecticut and Massachusetts. In New York City the lowest firm average was at 37½ and under 40 cents and the highest (in a jobber's shop) was at 80 and under 90 cents. In Pennsylvania, the second largest blouse center, the firms' averages ranged from 25 and under 27½ cents to 72½ and under 75 cents.

Hours worked.

The number of hours worked in the pay-roll week recorded was reported for 6,777 persons, or over 97 percent of all with week's earnings reported. Table IV shows that the majority of the employees, 55 percent, worked a favorable workweek of from 35 to 40 hours. A significant proportion of the group, however, 32 percent, worked less than 35 hours. Only 8½ percent had a workweek as long as 44 hours.

TABLE IV.—Hours worked in the pay-roll week recorded by employees in the BLOUSE INDUSTRY

Hours worked	Employees		Hours worked	Employees	
	Number	Percent		Number	Percent
Total.....	6,777	100.0	40.....	797	11.8
Under 35.....	2,148	31.7	Over 40, under 44.....	320	4.7
35.....	1,598	23.6	44.....	416	6.1
Over 35, under 40.....	1,333	19.7	Over 44.....	165	2.4

Week's earnings.

The total earnings received in the pay-roll week were reported for 6,964 experienced employees and are presented in table V. Without regard to the number of hours worked the average earnings for the entire group were \$18.35. Unpublished details show that the range in the week's earnings was from less than \$5 to more than \$100, but the greatest concentration was at \$11 to \$21. One-fourth of the workers earned \$10 and under \$15, and over three-tenths (31 percent) earned \$15 and under \$20. Fifteen percent had earnings of \$25 or more, and less than 11 percent had earnings below \$10.

Workers in New York City had much the highest earnings, with an average of \$21.25. As many as three-fourths earned \$15 or more, almost one-fourth earning at least \$25. Less than 8 percent had earnings below \$10.

California followed, with an average of \$19.35 and an even larger proportion (79 percent) earning \$15 and over; however, 18 percent, in contrast to New York's 24 percent, earned as much as \$25. In Massachusetts the average was \$18.75, and two-thirds (66 percent) of the employees earned \$15 or more.

Concentration was most pronounced in Connecticut, with about three-fifths (59 percent) of the employees earning \$15 and under \$20; in fact, almost one-half (48 percent) of the total had earnings falling in the \$1 interval of \$18 and under \$19.

In 6 of the 9 areas—California, Connecticut, Chicago, Massachusetts, New York City, and up-State New York—the largest proportions earned \$15 and under \$20, and in 2 others—New Jersey and Pennsylvania—that group and another were practically equal.

There was wide variation in Pennsylvania, which ranked second in the proportion at under \$10 but was among the States with high proportions at \$25 and over.

The lowest earnings were those of employees in Chicago, New Jersey, and the combined Michigan, Minnesota, and Washington, shown by averages varying from \$15.80 to \$15.35. In each case less than 5 percent of the workers earned as much as \$25.

TABLE V.—*Week's earnings of experienced employees in the BLOUSE INDUSTRY, by area*

Week's earnings	Total		Percent of employees with week's earnings as specified in—								
	Number	Percent	Califor- nia	Connect- icut	Chicago	Massa- chusetts	New Jersey	New York City	Up-State New York	Pennsyl- vania	Other States ¹
Number of firms.....	156		13	3	9	6	14	53	13	42	3
Number of employees.....	6,964	100.0	487	271	229	183	667	1,899	798	2,364	66
Average earnings ²	\$18.35		\$19.35	\$17.55	\$15.80	\$18.75	\$15.40	\$21.25	\$16.35	\$17.75	\$15.35
<i>Percent of employees</i>											
Under \$5.....	167	2.4	1.0	0.4	4.4	1.1	3.7	2.1	3.5	2.4	-----
\$5, under \$10.....	566	8.1	5.1	3.3	7.9	4.9	11.4	5.4	7.4	11.1	6.1
\$10, under \$15.....	1,753	25.2	15.2	21.4	30.1	27.9	34.2	18.0	30.8	27.5	56.1
\$15, under \$20.....	2,187	31.4	40.2	59.4	41.5	33.9	33.6	25.9	38.0	26.9	27.3
\$20, under \$25.....	1,234	17.7	20.5	10.0	11.8	15.3	12.6	24.4	12.4	16.9	9.1
\$25, under \$30.....	539	7.7	9.9	4.8	.9	9.8	2.1	12.0	5.5	7.3	-----
\$30 and over.....	518	7.4	8.0	.7	3.5	7.1	2.4	12.3	2.4	7.9	1.5
<i>Cumulative percents</i>											
Under \$12.....	1,282	18.4	10.3	8.5	20.9	15.1	26.1	12.6	19.1	23.7	15.1
Under \$14.....	2,002	28.7	16.7	15.2	32.7	26.0	40.6	20.4	30.9	35.4	30.2
Under \$16.....	2,932	42.1	28.0	26.3	53.7	41.9	57.1	30.2	50.2	47.6	75.6
Under \$18.....	3,827	55.0	46.4	33.2	68.6	62.3	70.9	41.8	66.9	58.6	81.8
\$18 and over.....	3,137	45.0	53.6	66.8	31.4	37.7	29.1	58.2	33.1	41.4	18.2
\$20 and over.....	2,291	32.9	38.3	15.5	16.0	32.0	16.8	48.7	20.4	32.2	10.5
\$22 and over.....	1,683	24.2	29.1	8.8	7.7	21.6	9.8	37.9	13.3	23.9	7.6

¹ Michigan, Minnesota, and Washington.² The mean—the simple arithmetic average.

Part V.—CHILDREN'S AND INFANTS' OUTERWEAR

This study of the children's and infants' outerwear industry covers factories making almost exclusively infants' outerwear or children's play suits, dresses, coats, and suits. While only 4 of the factories scheduled made any other type of garment in the spring period for which pay-roll data were secured, some men's work-clothing factories also produced a line of children's play suits and similar garments. All men's work-clothing factories, including those making children's clothing, are included in the Bureau of Labor Statistics study of men's work clothing rather than in this study.

The inside manufacturer predominated in the children's and infants' outerwear industry. However, there are a number of contractors in 6 States who receive goods uncut as well as cut to make into children's and infants' clothing. In determining the size of the industry every effort has been made to eliminate from the count of manufacturing firms the jobber who does not employ any person in manufacturing. Unquestionably, the variation in numbers of firms in this industry in New York City shown in the several available firm listings is due to the inclusion or elimination of the jobber who is a wholesaler only and the jobber who sends out material to be cut as well as made up by contractors.

Scope of survey.

At the time of the survey, February to May 1939, 431 firms were known to be manufacturing the articles included in the children's and infants' outerwear branch. These firms gave employment to 24,304 persons. Twelve States had 3 or more factories and 2 States had 1 or 2.¹

Pay-roll information was secured from 238 firms, or 55 percent of those known to be in business. Factories were visited in every State with 3 or more and in 2 States with fewer than 3. The number of employees in the factories scheduled was 16,882, or 69.5 percent of the total as reported in the spring of 1939. Home workers, who comprise a large number in this industry, are not included in the study because time did not permit visits to individual houses to ascertain earnings and hours worked. However, 39 firms in 8 States reported that they were sending out work to home workers at the time of the survey.

This industry centers in New York, Pennsylvania, and New Jersey, over 80 percent of the workers being in these States. In the survey there is a slight difference in the proportion covered in the New York area as compared with the proportion of the total in this area; however, it is too small to affect earnings to any appreciable extent.

The large majority, 156, of the firms scheduled were inside manufacturers, but 66 firms, in 6 States, reported that they were contract

¹ The census lists 1 factory in each of 6 States not visited. As no information was secured concerning these, they are not included.

firms, and 16, in 3 States, that they were jobbers. Five of the firms reported as inside manufacturers had part of their work done by contractors. In general, the factories in this industry were relatively small. There were 120 plants that employed less than 50 workers, 49 of these having fewer than 25; 71 had 50 and under 100; 34 had 100 and under 200; and only 13 had as many as 200.

The pay-roll period for which data were obtained was in February, March, or April 1939; a few firms asked that an earlier month be used as more representative of normal operation.

TABLE I.—*Extent and location of CHILDREN'S AND INFANTS' OUTERWEAR INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Firms in business, spring of 1939			Firms included in survey				
	Firms— Number	Factory employees ¹		Firms— Number	Factory employees ¹			
		Number	Percent		Total number	Percent	Men	Women
Total.....	431	24,304	100.0	238	16,882	100.0	1,655	15,227
Percent.....	100.0	100.0		55.2	69.5			
California.....	12	244	1.0	5	139	0.8	9	130
Connecticut.....	10	1,059	4.4	7	533	3.2	31	502
Illinois.....	7	382	1.6	4	188	1.1	17	171
Maryland and Virginia.....	11	487	2.0	7	385	2.3	34	351
Massachusetts.....	15	920	3.8	9	873	5.2	61	812
Michigan, Indiana, and Ohio.....	7	240	1.0	4	158	.9	16	142
Missouri.....	7	616	2.5	4	466	2.8	34	432
New Jersey.....	100	5,117	21.1	53	3,941	23.3	203	3,738
New York.....	192	7,946	32.7	101	4,991	29.6	770	4,221
Pennsylvania.....	61	7,011	28.8	39	5,063	30.0	471	4,592
Texas.....	9	282	1.2	5	145	.9	9	136

¹ Home workers employed are not included in this study.

² Jobbers who perform no manufacturing operations are not included.

Labor costs.

Total costs as well as labor costs for 1938 were secured from 26 firms elsewhere than in New York City. Because the firms reporting were in 9 States, the relation they show between labor costs and total costs may be considered as indicative of the conditions in some inside shops not in the Metropolitan Area. Labor costs represented 30 percent of total costs in the factories reporting. Twenty-four firms reported that labor costs were 36 percent of manufacturing costs.

In only two States—New Jersey and Pennsylvania—did 3 or more firms report both total and labor costs, and in only three—California, Missouri, and Pennsylvania—did 3 or more report manufacturing and labor costs. In the 4 New Jersey firms reporting, labor costs were only 22 percent of the total costs, but in the 10 Pennsylvania firms (including a branch plant in New Jersey) they were 27 percent of the total. The proportion that labor costs formed of the manufacturing costs was 35 percent in Pennsylvania, 41 percent in California, and 42 percent in Missouri.

Learners.

Comparatively few firms employed learners; and in the firms that did employ them, the learning period and the method and rate of pay differed considerably from firm to firm. Of the firms that reported on a learning period, about one-third reported the time as indefinite, depending on the ability of the individual and the type of work. Those that gave a specific period as the time required reported periods varying from less than 1 month to as much as 6 months. The most usual period was 1 month or less, but significant proportions reported from 6 to 8 weeks, and from 10 to 12 weeks, as the necessary learning time.

In the majority of these firms learners were paid a time rate ranging from 19 cents an hour to \$14 for a 35- to a 40-hour week, the most usual rate being 25 cents an hour or \$10 for a 40-hour week. In the remaining firms learners were paid piece rates, though usually they were guaranteed a minimum of 25 cents an hour or \$10 for 40 hours.

Data were reported also as to the number of learners and substandard or handicapped persons employed at the time of the survey. The number of workers reported to be learners was 275, and there were also 65 handicapped workers. Approximately three-fourths of the 340 were machine operators and nearly one-eighth were hand finishers, inspectors, and packers.

The most common earnings of learners and handicapped workers were 25 and under 30 cents an hour, paid to 73 percent of the group, 42 percent earning 25 cents even. However, a significant proportion, 14 percent, had earnings below 25 cents, and only 3 percent had earnings of 35 cents or more. Learners and handicapped persons are not included in the tables on earnings.

EARNINGS AND HOURS

Hourly earnings.

The tables on hourly earnings that follow give the earnings of experienced workers for whom records of hours and earnings were complete. A loss of records of 116 workers, or less than 1 percent, was caused by inaccuracies in records of hours worked by individuals scattered over a number of pay rolls. Hourly earnings were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. Earnings are computed for regular time only, all overtime payments having been eliminated from such computations.

Too few workers were employed in Michigan, Indiana, and Ohio to permit of a separate distribution of earnings by State; consequently, these State reports are combined, as are those of Maryland and Virginia.

Table II shows that the average hourly earnings of the 16,425 employees were 41.3 cents, and though there was a very wide range in individual earnings, the bulk of them, 66 percent, were 25 and under 42½ cents. On the basis of 2½-cent intervals, the largest group of workers, 14 percent, earned 25 and under 27½ cents, followed by 12 percent with earnings of 32½ and under 35 cents, and 11 percent with earnings of 35 and under 37½ cents. A negligible group, less than 1 percent, had earnings below 25 cents an hour, but 22 percent earned

TABLE II.—Hourly earnings of experienced employees in the CHILDREN'S AND INFANTS' OUTERWEAR INDUSTRY, by area

Hourly earnings (cents)	All areas		California	Connecticut	Chicago	Maryland and Virginia	Massachusetts	Michigan, Indiana, and Ohio	Missouri	New Jersey	New York City	Up-State New York	Philadelphia	Other Pennsylvania	Texas
	Number of employees	Percent													
Total employees.....	16,425	100.0	125	521	186	369	807	131	431	3,863	3,873	977	2,198	2,799	145
Average earnings ¹ (cents).....	41.3	-----	45.1	36.1	34.3	31.2	38.4	36.2	41.7	36.4	53.9	36.2	44.0	34.5	30.9
Percent of employees															
Under 25.0.....	123	0.7	-----	-----	2.7	1.6	0.9	-----	0.2	0.5	0.3	0.3	1.5	1.3	2.1
25.0, under 27.5.....	2,341	14.3	-----	22.8	23.7	23.6	7.8	14.5	12.3	18.4	3.0	22.2	7.8	24.4	41.4
27.5, under 30.0.....	1,065	6.5	0.8	7.1	16.1	6.8	5.3	9.9	5.3	9.1	2.1	9.5	4.7	8.6	14.5
30.0, under 32.5.....	1,388	8.5	3.2	11.9	10.2	47.4	6.3	17.6	6.7	9.9	3.8	11.0	5.8	8.7	11.7
32.5, under 35.0.....	1,912	11.6	12.0	9.8	7.5	5.7	10.2	13.0	10.6	18.4	3.9	14.1	6.7	18.1	8.3
35.0, under 37.5.....	1,722	10.5	11.2	11.5	14.0	2.4	31.5	8.4	7.7	9.6	9.3	10.5	7.8	10.6	6.9
37.5, under 40.0.....	1,217	7.4	9.6	8.1	7.5	2.7	11.8	8.4	8.4	7.3	3.3	7.0	12.4	8.5	5.5
40.0, under 42.5.....	1,225	7.5	8.8	8.4	4.8	3.8	7.6	13.0	9.3	6.5	8.4	5.3	11.1	5.4	3.4
42.5, under 45.0.....	927	5.6	8.8	4.8	3.8	8	5.0	6.1	9.0	4.7	7.5	4.9	8.0	3.4	2.1
45.0, under 47.5.....	900	5.5	12.0	3.5	-----	1.6	4.1	1.5	7.0	3.7	10.4	3.3	6.5	2.6	-----
47.5, under 50.0.....	660	4.0	8.8	3.3	2.2	5	2.2	-----	4.2	2.7	7.8	1.8	4.4	2.4	1.4
50.0, under 55.0.....	958	5.8	9.6	4.0	2.2	1.1	2.2	8	7.7	3.8	10.8	3.9	8.3	2.8	7
55.0, under 60.0.....	526	3.2	6.4	1.7	2.2	3	1.1	2.3	3.5	2.0	6.2	2.0	5.0	1.1	-----
60.0, under 65.0.....	352	2.1	3.2	1.0	1.6	8	1.0	2.3	2.1	1.0	5.0	1.3	2.3	7	7
65.0, under 70.0.....	233	1.4	1.6	6	-----	3	5	-----	1.2	8	3.4	4	2.0	3	-----
70.0, under 80.0.....	214	1.3	2.4	2	-----	-----	7	2.3	1.2	5	3.5	5	1.0	4	7
80.0, under 90.0.....	135	8	1.6	4	5	3	4	-----	1.4	3	2.0	4	1.0	1	7
90.0, under 100.0.....	164	1.0	-----	6	5	-----	5	-----	1.2	2	2.5	9	1.5	2	-----
100.0 and over.....	363	2.2	-----	4	5	3	1.0	-----	1.2	5	6.8	5	2.2	4	-----

¹ The mean—the simple arithmetic average.

less than 30 cents. Eighteen percent of the total averaged from 50 cents to a dollar or more.

Earnings were influenced greatly by locality and by type of product. They were at their highest level in New York City, with an average of 53.9 cents; only one-fourth of the workers in that city had earnings below 40 cents and nearly one-fourth earned 60 cents or more.

New Jersey had about the same number of employees as New York City but paid much lower wages. Average earnings in New Jersey were only 36.4 cents. Nearly three-tenths (28 percent) of the workers earned less than 30 cents, and only about one-tenth earned as much as 50 cents.

Other areas with relatively high wage standards were Massachusetts, Missouri, Philadelphia, and California, shown by averages varying from 38.4 cents to 45.1 cents. The proportion of workers with earnings below 30 cents was only 1 percent in California, but it was 14 percent in Philadelphia and Massachusetts and 18 percent in Missouri. At the other extreme of the wage scale, with earnings of 50 cents or more, were 7 percent of the workers in Massachusetts, and from 20 to 25 percent of those in Missouri, Philadelphia, and California.

The remaining seven areas—Michigan, Indiana, and Ohio combined, up-State New York, Connecticut, other Pennsylvania, Chicago, Maryland and Virginia, and Texas—paid relatively low wages, the average varying downward from 36.2 cents to 30.9 cents. In each area a substantial number of the workers had earnings of less than 30 cents, the proportions being 24 percent in Michigan, Indiana, and Ohio, 30 to 34 percent in Connecticut, up-State New York, Maryland and Virginia, and other Pennsylvania, 43 percent in Chicago, and as much as 58 percent in Texas. Of these areas up-State New York was the only one in which as many as one-tenth of the workers averaged 50 cents or more. In comparison are Maryland and Virginia and Texas, where only 3 percent of the employees had such earnings.

Hourly earnings by occupation.—In addition to earnings data, information was obtained as to the sex and occupation of each worker in the 238 plants scheduled. Nine-tenths of the 16,542 employees for whom week's earnings were reported were women. A fairly accurate picture of the kinds of work done by men and by women is shown in the accompanying summary, and table III gives the average hourly earnings of the workers in the various occupations.

Like the other apparel industries, from the point of view of numbers the most important occupation is sewing-machine operating; well over half of all workers—9,560, or 58 percent—were machine operators and of this large group only 1 percent, or 107 persons, were men. The second largest group, consisting of hand finishers, inspectors, and packers, numbered 2,583, or 16 percent of the total. This class also consisted chiefly of women, who comprised 98 percent of the group. Pressers formed one-ninth of the total and 91 percent of them were women.

Other groups that consisted largely of women were the supervisors and machinists (combined because of the small number of machinists employed), general indirect labor, and plant clerical workers. Together these groups formed only about 8 percent of the total, but over three-fourths of the workers were women.

The most important occupation for men is cutting, a highly skilled

occupation in all apparel industries. However, in children's and infants' outerwear the group is relatively small, forming only about 4 percent of all employees, though differing considerably by area, as is clear from table III. Four-fifths of the cutters and of the shipping and maintenance workers were men.

The summary following shows the number of men and women in each occupational group for all areas combined.

Occupation	All employees	Men	Women	
			Number	Percent
Total.....	16,542	1,645	14,897	90.1
Machine operators.....	9,560	107	9,453	98.9
Hand finishers, inspectors, and packers.....	2,583	49	2,534	98.1
Cutters.....	723	501	132	18.3
Pressers.....	1,847	169	1,678	90.9
General indirect labor.....	615	138	477	77.6
Shipping.....	451	364	87	19.3
Maintenance.....	88	70	18	20.5
Supervisory and machinists.....	576	147	429	74.5
Plant clerical.....	99	10	89	89.9

The highest earnings were paid to the supervisors and machinists and the cutters, their average earnings being respectively 75.2 cents and 72.3 cents. Considerably lower, but still above the general average for all workers (41.3 cents), were the pressers with an average of 43.4 cents, and the shipping employees with an average of 42.3 cents. Machine operators, the largest of the occupational groups, averaged only 39 cents. The lowest-paid workers were the hand finishers, inspectors, and packers, who averaged 34.8 cents, and those doing general indirect labor, whose average amounted only to 31.9 cents.

Unpublished details show that nearly seven-tenths (68 percent) of the cutters and the supervisors and machinists earned 50 cents an hour or more, over one-fifth of them a dollar or more. Less than one-twentieth (4 percent of the cutters and 1 percent of the supervisors and machinists) were paid below 30 cents.

The workers in the other occupations had much lower earnings. For example, one-fourth of the machine operators earned 32½ and under 37½ cents and three-tenths earned less than 32½ cents; only one-seventh of the operators earned as much as 50 cents. One-third of the hand finishers, inspectors, and packers were paid less than 30 cents and another third earned 30 and under 37½ cents. The earnings of the pressers were less concentrated than those of the operators, but 50 percent had earnings of 30 and under 45 cents, the largest number in any 2½-cent interval being 10 percent earning 42½ and under 45 cents. Nearly one-tenth of the pressers (8 percent) earned as much as 60 cents.

The workers in the general indirect labor group had very low wages; two-fifths had earnings below 27½ cents and nearly one-half earned 27½ and under 40 cents. Only 2 percent of the group earned as much as 50 cents an hour.

Table III, giving average hourly earnings by occupation in the various areas, shows how greatly both earnings and importance of an occupation varied according to locality. Type of product undoubtedly had considerable influence in this. New York City workers had

TABLE III.—Average hourly earnings of experienced employees in the CHILDREN'S AND INFANTS' OUTERWEAR INDUSTRY, by occupation and by area

Area	All factory employees (90 percent women)		Machine operators (99 percent women)		Hand finishers, inspectors, and packers (98 percent women)		Cutters (18 percent women)		Pressers (91 percent women)		General indirect labor (78 percent women)		Shipping (19 percent women)		Maintenance (21 percent women)		Supervisory and machinists (75 percent women)		Plant clerical (90 percent women)	
	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)
All areas.....	16,425	41.3	9,533	39.0	2,580	34.8	715	72.3	1,837	43.4	608	31.9	441	42.3	80	38.3	534	75.2	97	37.3
California.....	125	45.1	83	42.5	13	-----	8	-----	8	-----	10	-----	3	-----	-----	-----	10	-----	-----	-----
Connecticut.....	521	36.1	363	35.2	80	29.1	7	-----	37	44.1	10	-----	2	-----	2	-----	20	-----	-----	-----
Chicago.....	186	34.3	130	32.4	20	-----	10	-----	8	-----	7	-----	3	-----	-----	-----	7	-----	1	-----
Maryland and Virginia.....	369	31.2	248	29.6	53	28.8	13	-----	12	-----	6	-----	8	-----	9	-----	17	-----	-----	-----
Massachusetts.....	807	38.4	494	37.3	128	33.5	29	47.6	99	36.8	15	-----	10	-----	3	-----	28	69.1	3	-----
Michigan, Indiana, and Ohio.....	131	36.2	82	34.8	15	-----	7	-----	6	-----	9	-----	5	-----	1	-----	5	-----	1	-----
Missouri.....	431	41.7	261	39.6	47	35.3	22	-----	32	35.6	22	-----	10	-----	4	-----	26	68.2	7	-----
New Jersey.....	3,863	36.4	2,654	36.5	499	30.1	51	65.0	284	40.5	255	28.2	29	45.7	17	-----	62	68.4	12	-----
New York City.....	3,873	53.8	1,688	52.5	788	41.0	277	92.5	502	52.8	147	34.6	224	43.1	14	-----	200	93.8	33	38.0
Up-State New York.....	977	36.2	550	34.3	174	29.2	36	66.1	132	42.1	16	-----	18	-----	10	-----	28	54.7	13	-----
Philadelphia.....	2,198	44.0	798	43.8	426	35.5	189	64.4	534	40.6	51	39.6	87	44.5	11	-----	89	68.6	13	-----
Other Pennsylvania.....	2,799	34.5	2,100	33.6	319	32.9	60	46.9	160	38.2	66	32.2	38	33.4	8	-----	35	66.9	13	-----
Texas.....	145	30.9	82	30.7	18	-----	6	-----	23	-----	4	-----	4	-----	1	-----	7	-----	-----	-----

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

higher earnings in all occupations but general indirect labor and shipping. The average earnings of machine operators generally were lower than the averages of all workers; they ranged from 29.6 cents in Maryland and Virginia and 30.7 cents in Texas to 42.5 cents in California, 43.8 cents in Philadelphia, and 52.5 cents in New York City. In the other areas the averages varied from 32.4 cents to 39.6 cents. Supervisors and machinists and cutters had much the highest earnings, and general labor, except in Philadelphia, had the lowest, in each area where the numbers in the various occupations were large enough for the computation of averages. Hand finishers, inspectors, and packers had somewhat lower earnings than machine operators. In 5 of the 8 comparable areas—the exceptions being Massachusetts, Missouri, and Philadelphia—pressers averaged more than machine operators.

Hourly earnings in union and nonunion shops.—More than half (55 percent) of the firms scheduled reported an agreement with a union, and these firms employed about three-fifths (59 percent) of all the workers. One or more union plants were found in each area covered except California, Maryland and Virginia, and Michigan, Indiana, and Ohio. Over two-fifths of the 53 firms in New Jersey and the 39 in Pennsylvania, and nearly nine-tenths (87 percent) of the 87 in New York City, were unionized.

Average hourly earnings in union plants ranged from 31 cents in Texas to 54.6 cents in New York City. In 6 of the 7 areas where union and nonunion earnings can be compared, the earnings in union exceeded those in nonunion plants. The difference in average earnings in favor of union workers varied from 1.4 cents in Philadelphia to 8.5 cents in New York City; it was more than 5 cents also in Chicago, other Pennsylvania, and up-State New York. In Connecticut, nonunion workers averaged 38.1 cents, or 3.5 cents more than the employees in union shops.

Hourly earnings in the various firms.—Wage standards were found not only to vary by area but to differ greatly among firms in the same locality and among firms of the same size. The distribution of all firms and the numbers of their employees are shown in the following summary.

Average hourly earnings in the firm (cents)	Number of firms	Employees		Average hourly earnings in the firm (cents)	Number of firms	Employees	
		Number	Percent			Number	Percent
Total.....	238	16,425	100.0	42.5, under 45.0....	21	1,927	11.7
25.0, under 27.5....	6	291	1.8	45.0, under 47.5....	19	1,799	11.0
27.5, under 30.0....	14	428	2.6	47.5, under 50.0....	16	839	5.1
30.0, under 32.5....	15	820	5.0	50.0, under 55.0....	16	693	4.2
32.5, under 35.0....	33	2,751	16.7	55.0, under 60.0....	13	636	3.9
35.0, under 37.5....	31	2,980	18.1	60.0, under 70.0....	9	317	1.9
37.5, under 40.0....	18	1,746	10.6	70.0, under 90.0....	7	210	1.3
40.0, under 42.5....	13	878	5.3	100.0 and over.....	7	110	.7

In the unpublished classification by number of employees it may be seen that 120 firms employed fewer than 50 workers and that their average hourly earnings ranged from 25 and under 27½ cents to \$1 or more, with the average below 40 cents in 50 firms and 60 cents or more in 21 firms. In the high-earnings group are the manufacturing jobbers who employ highly skilled workmen almost entirely.

The range in average hourly earnings in firms employing 100 or more workers was not so wide as that in the small firms; in fact, of the total of 52 firms whose employees averaged 50 cents or more, only 1 had as many as 100 employees. In 28 of the 47 firms with 100 or more workers the average was below 40 cents.

Another unpublished table gives the distribution of individual employees' earnings in firms, the latter classified according to the average earnings for all employees of the firm. This shows that in 117 (49 percent) of the firms studied, employing 9,016 (55 percent) of the workers, the average hourly earnings were below 40 cents, and that among these there was a pronounced concentration of individual employees' earnings in the wage intervals below 35 cents; however, as many as 208 employees, or just over 2 percent of the group, had earnings of 60 cents or more, and 318, or 4 percent, earned 50 and under 60 cents. Firms in which average hourly earnings were 50 cents or more numbered 52; they employed 1,966 workers, or 12 percent of the total. In this group, as would be expected, individual employees' earnings had large concentrations at the higher levels. Thirty-six percent earned 60 cents or over, though 302, or 15 percent, earned less than 40 cents.

From a comparison of the average hourly earnings in firms according to locality it appears that of 52 firms with average earnings of 50 cents or more, all but 3 were in New York City. In 1 firm in California, 1 in Massachusetts, and 1 in New Jersey, the average was 50 and under 52½ cents; in no firm in Chicago, Connecticut, Maryland and Virginia, other Pennsylvania, or Texas was it so much as 42½ cents. The average was 40 cents or more in all the California firms and 35 cents or more in all the Massachusetts firms.

Hours worked.

Information as to the number of hours worked by individual employees is shown in table IV. Just over one-fifth of the 16,418 employees with hours reported worked 40 hours, but a larger group, 32 percent, worked more than 40. Practically one-fourth of the workers (24 percent) worked 35 and under 40 hours, and almost as large a group, 23 percent, worked less than 35 hours.

TABLE IV.—Hours worked in the pay-roll week recorded by employees in the CHILDREN'S AND INFANTS' OUTERWEAR INDUSTRY

Hours worked	Employees		Hours worked	Employees	
	Number	Percent		Number	Percent
Total.....	16,418	100.0	Over 37½, under 40.....	1,275	7.8
Under 35.....	3,837	23.4	40.....	3,430	20.9
35.....	304	1.8	Over 40, under 44.....	2,038	12.4
Over 35, under 37½.....	1,003	6.1	44.....	2,591	15.8
37½.....	1,306	8.0	Over 44.....	634	3.9

Week's earnings.

Data in regard to week's earnings were reported for 16,542 experienced employees in the 238 firms and are presented in table V. Without regard to the number of hours worked in the week covered, the

TABLE V.—*Week's earnings of experienced employees in the CHILDREN'S AND INFANTS' OUTERWEAR INDUSTRY, by area*

Week's earnings	Total		Percent of employees with week's earnings as specified in—												
	Number	Percent	California	Connecticut	Chicago	Maryland and Virginia	Massachusetts	Michigan, Indiana, and Ohio	Missouri	New Jersey	New York City	Up-State New York	Philadelphia	Other Pennsylvania	Texas
Number of firms.....	238	-----	5	7	4	7	9	4	4	53	87	14	18	21	5
Number of employees.....	16,542	100.0	126	525	186	371	810	138	432	3,895	3,914	977	2,216	2,807	145
Average earnings ¹	\$15.55	-----	\$17.45	\$13.55	\$13.45	\$12.70	\$14.15	\$14.55	\$17.00	\$14.00	\$20.00	\$13.70	\$17.00	\$12.30	\$11.50
<i>Percent of employees</i>															
Under \$5.....	387	2.3	4.0	2.3	-----	1.9	1.2	2.2	2.5	2.0	1.2	2.3	2.0	5.1	4.1
\$5, under \$10.....	1,912	11.6	8.7	20.2	15.1	17.3	10.4	15.2	6.5	12.1	4.9	14.0	9.3	19.6	11.0
\$10, under \$15.....	7,115	43.0	17.5	44.6	58.1	66.8	54.7	44.9	32.6	53.7	22.0	54.1	32.7	55.2	71.0
\$15, under \$20.....	4,543	27.5	39.7	23.8	20.4	10.0	27.8	29.0	35.9	23.4	39.2	21.7	33.7	16.0	12.4
\$20, under \$25.....	1,361	8.2	18.3	5.7	1.1	1.6	2.6	1.4	13.9	5.6	15.6	4.4	12.1	2.6	1.4
\$25, under \$30.....	463	2.8	8.7	1.5	3.8	1.9	1.4	3.6	3.2	1.3	6.0	1.3	3.8	.6	-----
\$30 and over.....	761	4.6	3.2	1.9	1.6	.5	2.0	3.6	5.3	1.9	11.2	2.1	6.4	.9	-----
<i>Cumulative percents</i>															
Under \$12.....	5,095	30.8	14.3	41.9	45.7	35.8	31.0	34.8	21.1	36.5	10.9	40.8	22.7	50.2	60.7
Under \$14.....	8,058	48.7	23.1	59.4	62.4	81.1	50.3	53.6	33.1	59.8	20.3	62.8	36.4	71.6	82.8
Under \$16.....	10,726	64.8	38.9	73.9	82.8	88.4	80.4	69.6	48.8	75.4	35.7	78.0	53.9	86.5	91.0
Under \$18.....	12,673	76.6	56.3	85.3	91.9	93.0	90.9	83.3	64.6	85.5	52.3	86.6	69.1	93.0	97.2
\$18 and over.....	3,869	23.4	43.7	14.7	8.1	7.0	9.1	16.7	35.4	14.5	47.7	13.4	30.9	7.0	2.8
\$20 and over.....	2,585	15.6	30.3	9.1	6.5	4.1	5.9	8.7	22.5	8.9	32.7	7.9	22.3	4.1	1.4
\$22 and over.....	1,855	11.2	20.8	6.1	5.9	3.2	4.4	8.0	14.1	5.8	24.8	4.8	16.2	2.2	-----

¹ The mean—the simple arithmetic average.

average earnings for the entire group were \$15.55. The range in the earnings was from less than \$5 to as much as \$140, but the great majority of the workers, 63 percent, earned \$10 and under \$18. Not far from one-sixth earned \$20 or more.

Among the different areas the two extremes in earnings were those of New York City and Texas; in the former average earnings were \$20, in the latter they were \$11.50. Only one-fifth of the large group of workers in New York City were paid less than \$14, but in Texas just over three-fifths earned less than \$12. In New York City 33 percent earned as much as \$20, three-fourths of these earning \$22 and more, but in Texas only about 1½ percent had earnings as high as \$20 and none earned so much as \$22.

Areas other than New York City where workers had relatively high earnings were California, with an average of \$17.45, and Missouri and Philadelphia, each with an average of \$17. The most usual earnings in California were \$14 and under \$21, reported for 54 percent of the workers, though a large group, 21 percent, earned \$22 and over. In Missouri and Philadelphia over three-fifths earned \$11 and under \$20 and well over one-fifth earned \$20 and over.

Average week's earnings were below \$13 in Maryland and Virginia and in other Pennsylvania, as well as in Texas. They varied from \$13.45 to \$14.55 in the remaining areas.

In 7 of the 13 areas—the exceptions being California, Connecticut, Missouri, New York City, Philadelphia, and the group of Michigan, Indiana, and Ohio—the majority of the workers, varying from 54 percent to 71 percent, had earnings of \$10 and under \$15. In Connecticut, 52 percent earned \$9 and under \$15. In the other areas the modal groups, 51 to 54 percent, fell at \$11 and under \$18 in Philadelphia, at \$13 and under \$20 in New York City, and at \$14 and under \$21 in Missouri and in California. The proportions of employees in these areas who were paid less than \$10 ranged from 6 percent in New York City to 23 and 25 percent, respectively, in Connecticut and other Pennsylvania.

Part VI.—CORSETS AND ALLIED GARMENTS

This study of the corset and allied-garments industry includes factories making foundation garments, known as girdles, corsets, surgical belts, combinations, and corset accessories. These plants are engaged in manufacturing only. Local sales outlets of firms doing a semicustom business are not included, as these shops correspond closely to those maintained in the corset departments of retail stores.

Scope of survey.

The list of firms believed to be making these garments was corrected by field investigation in each community. As a result of mergers, shutdowns, transfers to other States, and closing out of business, the census enumeration of 1937 had to be adjusted to conditions in the spring of 1939. At the time of the survey, February to May 1939, 194 firms were manufacturing these articles. These firms had on their rolls 17,185 factory employees. In 8 States there were 3 or more factories, and in 3 other States and the District of Columbia there were 1 or 2. On the basis of number of workers the leading States were New York, New Jersey, Connecticut, and Illinois, with from 6,300 to 1,600 employees.

In choosing a 50-percent sample of this branch of the apparel industry for survey purposes, effort was made to cover in each State one-half the firms in each class as grouped by size. In States with only a few firms, however, a larger sample was necessary to prevent disclosure of individual firm conditions; and in States with only one large firm, data for one-half the employees on the pay roll were taken.

Pay-roll data were secured from 100 firms, or just over 50 percent of all in business. These factories were in all the States with 3 or more such factories and in two States with less than 3. The persons employed in the plants scheduled numbered 10,070, or 58.6 percent of the total for all factories in the spring of 1939. This industry, like several other apparel industries, employs very much larger numbers of women than of men. According to the Women's Bureau survey, the proportion women form of the total work force varies only from 85 percent in Michigan and Pennsylvania and 86 percent in New York to 90 percent in Connecticut and 91 percent in Massachusetts.

According to table I, the employees in the firms scheduled exceeded 55 percent of the total for all firms in the State in every case but Massachusetts. However, the Massachusetts sample, 43 percent of all employees in the State, was carefully chosen and is regarded as thoroughly representative.

Corsets and allied garments are made in factories owned and operated by the same management and generally termed inside manufacturers. In only 6 cases did factories send out any work to contractors; and only 5 firms, in Connecticut and New Jersey, were

reported as contract firms. While there are many relatively small shops in this line of manufacture there are also many of medium size and some large ones. Of the 100 firms scheduled, 43 employed fewer than 50 workers, but 32 employed as many as 100 workers and 7 had more than 400. The data in table I show actual numbers of firms and employees in the industry and in the survey by the Women's Bureau.

TABLE I.—*Extent and location of the CORSET AND ALLIED-GARMENTS INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Number in business, spring of 1939			Firms included in survey				
	Firms—Number	Factory employees		Firms—Number	Factory employees			
		Number	Percent		Total number	Percent	Men	Women
Total.....	194	17,185	100.0	100	10,070	100.0	1,182	8,888
Percent.....	100.0	100.0	-----	51.5	58.6	-----	-----	-----
California.....	17	422	2.5	10	286	2.8	37	249
Connecticut.....	19	2,762	16.1	11	1,518	15.1	153	1,365
Illinois.....	13	1,634	9.5	7	1,099	10.9	113	986
Massachusetts.....	15	755	4.4	5	327	3.2	30	297
Michigan.....	7	738	4.3	4	453	4.5	67	386
New Jersey.....	28	3,274	19.1	13	2,020	20.1	210	1,810
New York.....	84	6,283	36.6	43	3,543	35.2	479	3,064
Pennsylvania.....	5	462	2.7	3	298	3.0	45	253
Other ¹	6	855	5.0	4	526	5.2	48	478

¹ Includes Georgia, Indiana, Minnesota, and District of Columbia, the first two of which were covered in the Women's Bureau survey.

In most cases the pay period for which data were obtained was in March or April, chosen by firm officials as representative of normal conditions at that time. As production in this branch of the women's apparel industry was steady in the spring of 1939, the majority of the firms operated scheduled hours.

Labor costs.

Labor costs, manufacturing costs, and total operating costs for 1938 were reported by one-third of the firms scheduled. As these data were secured from firms in every State, they are indicative of the relation of labor costs to the total. In the firms reporting, labor costs were 29.3 percent of manufacturing costs and 22 percent of total costs of operation.

In the States in which 3 or more firms reported costs, the proportion labor costs were of manufacturing costs varied from 22 percent in Connecticut to over 30 percent in Illinois and Indiana and in New York City, and to a high of 59 percent in California. The proportion labor costs were of total costs of operation varied from 15 percent in Connecticut and 19 to 27 percent in Michigan, Illinois and Indiana, up-State New York, and New York City, to 46 percent in California.

Learners.

The data in regard to learners include, first, the general policy of each firm with reference to the employment of learners, the length of

the learning period, and the beginning rate of pay, and second, the number of learners actually employed at the time of the survey and the amount of their earnings in the pay period covered.

Of the 100 firms scheduled, 62 reported that they employed learners when necessary, but there was little agreement as to the length of time that constituted a learning period or as to the method of pay. In 27 firms from 1 to 6 weeks, in most cases 6 weeks, was reported as an adequate learning period; in 10 firms the estimate was from 1½ to 3 months; and in 9 firms it was from 4 months to a year. In 16 firms the learning period was said to be indefinite, depending on the ability of the individual and the type of work.

Of the firms reporting on learners' rates, 37 paid learners on a time-rate basis. In 1 the beginning rate was only 21 cents an hour; in 22 it was 25 cents an hour or \$10 for a 40-hour week; and in 14 it was 27½ cents, 30 cents, or 35 cents an hour, or was a weekly rate of \$11, \$12, or \$14 for a 40-hour week.

In 24 firms learners were paid on a piece-rate basis, but in 13 of these they were guaranteed a minimum of 25 cents an hour and in 5 of them such guaranty was 28½ cents, 30 cents, or 35 cents an hour; that is, in these 18 firms learners were paid the guaranteed rate if their piece-work earnings were below such rate but received their piece-work earnings if these exceeded the guaranty. Six firms paid the learners the regular piece-work rates without any hourly guaranty.

At the time of the survey, 324 learners and 44 handicapped or substandard workers were employed in 48 plants. By occupation these were distributed as follows: 312 were machine operators, 35 were hand finishers, inspectors, or packers, and the remaining 21 were employed as cutters, pressers, machinists, or general indirect labor.

The largest single group of learners, 40 percent, earned 25 cents an hour, indicating that many of the firms were paying the minimum rate permissible since the enactment of the Fair Labor Standards Act of 1938. However, 42 percent of the learners had hourly earnings of 30 cents and over. Only 5 percent of the entire group, which included 44 handicapped workers, were paid less than 25 cents. The earnings of these learners and handicapped workers are not included in the wage tabulations in this report.

EARNINGS AND HOURS

Hourly earnings.

The tables on hourly earnings that follow show the earnings of experienced workers for whom hours worked and wages received were recorded. A loss of records of 56 workers, or one-half of 1 percent, scattered over a number of pay rolls, was caused by faulty hour data. Hourly earnings were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. Earnings were computed for regular time only, all overtime payments being eliminated from such computations.

In the cases of New York and Illinois, earnings information is given separately for New York City and Chicago, as employees' earnings are higher in metropolitan areas than in smaller communities. Figures for Indiana workers are included with those for Illinois to avoid

TABLE II.—Hourly earnings of experienced employees in the CORSET AND ALLIED-GARMENTS INDUSTRY, by area

Hourly earnings (cents)	All areas		California	Connecticut	Chicago	Other Illinois and Indiana	Massachusetts	Michigan	New Jersey	New York City	Up-State New York	Pennsylvania
	Number of employees ¹	Percent										
Total employees.....	9,628	100.0	255	1,489	708	671	319	410	1,980	2,328	1,072	280
Average earnings ² (cents).....	46.3	-----	47.5	45.4	50.4	37.8	40.3	47.2	43.3	54.3	41.8	38.6
Percent of employees												
25.0, under 27.5.....	550	5.7	0.8	3.4	1.4	9.2	5.3	3.4	5.9	2.5	17.3	6.4
27.5, under 30.0.....	375	3.9	-----	3.8	1.7	7.5	4.1	1.2	4.9	1.4	7.2	8.9
30.0, under 32.5.....	531	5.5	.8	5.0	1.8	14.5	10.7	1.7	6.7	2.3	8.2	8.2
32.5, under 35.0.....	450	4.7	3.1	4.2	3.0	10.1	9.4	3.4	4.6	2.1	6.7	10.0
35.0, under 37.5.....	899	9.3	18.0	9.1	7.3	19.1	12.5	8.5	11.7	3.4	7.5	20.7
37.5, under 40.0.....	763	7.9	3.5	10.9	9.5	12.7	13.2	8.8	10.1	3.1	4.9	10.7
40.0, under 42.5.....	887	9.2	11.8	12.0	7.1	8.9	14.1	13.9	9.4	5.9	9.0	15.0
42.5, under 45.0.....	1,055	11.0	7.5	9.8	9.5	6.1	7.8	9.5	14.5	15.5	4.9	5.0
45.0, under 47.5.....	721	7.5	16.1	8.5	8.2	2.4	6.9	8.8	8.6	7.5	5.7	3.2
47.5, under 50.0.....	502	5.2	7.1	7.0	5.9	.7	5.0	8.5	3.8	5.6	5.3	2.9
50.0, under 52.5.....	487	5.1	11.0	6.1	5.4	1.9	3.1	9.0	3.5	6.1	4.8	1.8
52.5, under 55.0.....	387	4.0	1.6	4.2	6.9	.6	1.6	2.9	3.8	5.6	3.5	-----
55.0, under 57.5.....	360	3.7	3.1	4.2	8.2	.6	.9	2.9	2.6	5.2	2.8	1.1
57.5, under 60.0.....	256	2.7	2.0	1.8	5.4	.3	.6	2.4	1.7	4.6	2.1	.4
60.0, under 62.5.....	213	2.2	2.0	1.3	3.4	.1	-----	3.4	1.0	5.0	.9	-----
62.5, under 65.0.....	203	2.1	3.1	1.5	4.7	.3	.6	3.2	1.1	3.1	1.8	2.9
65.0, under 70.0.....	275	2.9	3.1	1.9	3.5	1.5	.6	2.0	1.2	6.2	2.1	.4
70.0, under 75.0.....	156	1.6	.4	.8	1.1	-----	1.3	.5	.5	4.3	1.5	-----
75.0, under 80.0.....	144	1.5	1.6	.9	1.4	2.2	.9	2.0	1.0	2.6	.6	1.8
80.0, under 85.0.....	81	.8	.8	.5	.7	.6	.9	1.5	.4	1.5	.9	-----
85.0, under 90.0.....	87	.9	1.6	.8	.3	-----	.3	1.5	.6	1.9	.6	-----
90.0, under 100.0.....	94	1.0	-----	.9	1.8	.1	-----	.5	.8	1.7	.8	-----
100.0 and over.....	152	1.6	1.2	1.1	1.8	.4	-----	.5	1.8	2.9	1.0	.7
Cumulative percents												
Under 30.....	925	9.6	.8	7.3	3.1	16.7	9.4	4.6	10.8	3.9	24.4	15.4
Under 35.....	1,906	19.8	4.7	16.4	7.9	41.3	29.5	9.7	22.1	8.3	39.4	33.6
Under 40.....	3,536	37.0	26.3	36.4	24.7	73.0	55.2	27.0	43.8	14.8	51.7	65.0
Under 45.....	5,510	57.2	45.5	58.3	41.3	88.1	77.1	50.4	67.7	36.2	65.6	85.0
Under 50.....	6,733	69.9	68.6	73.7	55.4	91.2	89.0	67.7	80.1	49.3	76.6	91.1
50 and over.....	2,895	30.1	31.4	26.3	44.6	8.8	11.0	32.3	19.9	50.7	23.4	8.9
55 and over.....	2,021	21.0	18.8	15.9	32.3	6.3	6.3	20.4	12.6	39.0	15.1	7.1
60 and over.....	1,405	14.6	13.7	9.9	18.7	5.4	4.7	15.1	8.2	29.2	10.2	5.7

¹ Total includes Georgia, not shown separately.² The mean—the simple arithmetic average.

disclosure of individual firm information. Employees of two Georgia firms are included in the total but are not shown separately.

The average hourly earnings of the 9,628 workers amounted to 46.3 cents, ranging downward from 54.2 cents in New York City and 50.4 cents in Chicago to 38.6 cents in Pennsylvania and a low of 37.8 cents in other Illinois and Indiana. California, Michigan, and Connecticut had the relatively high average of more than 45 but under 50 cents. New Jersey and up-State New York, which ranked second and fourth respectively in number of employees, had average earnings of less than 45 cents an hour. The details of hourly earnings by area are shown in table II.

There was an extremely wide variation in the hourly earnings of individual employees, as the actual spread was from 25 cents to \$3.38. However, in each State or city group with the exception of up-State New York, the most pronounced concentration of earnings occurred in the wage intervals of 35 and under 50 cents or 30 and under 45 cents; from 41 to 64 percent of the workers in New York City, Chicago, Connecticut, Michigan, New Jersey, and California had earnings of 35 and under 50 cents, and 68 percent of those in Massachusetts, 70 percent of those in Pennsylvania, and 71 percent of those in other Illinois and Indiana earned 30 and under 45 cents. In up-State New York the concentration was in the intervals of 25 and under 35 cents, with 39 percent of the workers receiving such earnings. For all States combined, 37 percent of the employees had earnings of 35 and under 45 cents.

Almost 10 percent of the workers in the corset and allied-garments industry were paid less than 30 cents an hour. Workers with such low earnings were found most largely in up-State New York, other Illinois and Indiana, Pennsylvania, New Jersey, and Massachusetts. Only from 1 to 5 percent in California, Chicago, New York City, and Michigan were paid less than 30 cents. The proportion of employees with hourly earnings falling at the higher wage levels, 60 cents or over, varied from 5 to 6 percent in Massachusetts, Pennsylvania, and other Illinois and Indiana to almost 19 percent in Chicago and to 29 percent in New York City. Other States in which as many as one-tenth of the workers received at least 60 cents were Connecticut, up-State New York, California, and Michigan.

Hourly earnings by occupation.—Machine operators form much the largest group of workers in the corset industry as in other apparel manufacture. However, special machines are used for this work, such as riveters, clasps, steel stitchers, hook and eye machines, supporter makers, and brassiere and corset makers. Of the 9,702 employees with occupation reported, 6,134, or 63 percent, were engaged in these types of work. Only 9, or one-tenth of 1 percent of the entire group of machine operators, were men.

There is a limited amount of hand work on garments, such as boning, shaping, end tacking, and hand lacing. After garments are finished, they are inspected and packed for shipment. The number of workers employed on these types of work was 1,502, or 15 percent of the total, and all but 3 were women. Cutters numbered 598, or 6 percent of the plant staff, and of these 87 percent were men. Pressers, the large majority of whom are women, were few in number and comprised only about 2 percent of the work force.

There are also a few workers, generally known as floor boys and girls, that do odd jobs in the factory. Other groups of nonmanufacturing employees in the plant are workers in the shipping department, in the office, and in the plant maintenance department. Working foremen and forewomen, and the machinists, are grouped as supervisors and machinists.

The following summary shows the number of men and women in each occupational group for all areas combined.

Occupation	All employees	Men	Women	
			Number	Percent
Total.....	9,702	1,171	8,531	87.9
Machine operators.....	6,134	9	6,125	99.9
Hand finishers, inspectors, and packers.....	1,502	3	1,499	99.8
Cutters.....	598	517	81	13.5
Pressers.....	157	8	149	94.9
General indirect labor.....	311	65	246	79.1
Shipping.....	279	240	39	14.0
Maintenance.....	205	187	18	8.8
Supervisory and machinists.....	359	110	249	69.4
Plant clerical.....	157	32	125	79.6

Earnings of supervisors and of cutters have the same average. Maintenance workers are the second highest class, but as the group is not homogeneous, and includes janitors, watchmen, and matrons, as well as firemen and engineers, the earnings have a wide range.

The lowest-paid occupations are hand workers, whether employed on hand finishing the garment, as inspectors and packers, or as general utility workers. Average hourly earnings of the group composed of hand finishers, inspectors, and packers were only 38.8 cents; those of the general utility workers were 39.3 cents. Machine operators, over three-fifths of all plant employees, averaged 44.5 cents an hour; 10 percent earned less than 30 cents and 37 percent earned less than 40 cents an hour. Of the employees actually engaged in the manufacturing operations, the proportion who earned as much as 60 cents an hour varied from less than 1 percent of the general utility workers and 3 percent of the hand-worker group to 11 percent of the machine operators, 19 percent of the pressers, and 61 percent of the cutters.

Differences in occupational earnings in the several areas are shown in table III. New York City plants reported the highest earnings for cutters, machine operators, and hand workers, and Chicago firms the next highest. Lowest earnings for machine operators were found in other Illinois and Indiana, Pennsylvania, up-State New York, and Massachusetts, and the lowest-paid groups of cutters were in California, Pennsylvania, New Jersey, other Illinois and Indiana, and Michigan.

TABLE III.—Average hourly earnings of experienced employees in the CORSET AND ALLIED-GARMENTS INDUSTRY, by occupation and by area

Area	All factory employees (88 percent women)		Machine operators (99+ percent women)		Hand finishers, inspectors, and packers (99+ percent women)		Cutters (14 percent women)		Pressers (95 percent women)		General indirect labor (79 percent women)		Shipping (14 percent women)		Maintenance (9 percent women)		Supervisory and machinists (69 percent women)		Plant clerical (80 percent women)	
	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)
All areas ²	9,628	46.3	6,126	44.5	1,496	38.8	589	69.6	157	48.6	308	39.3	270	49.2	197	53.9	332	69.7	153	46.4
California.....	255	47.5	171	45.3	18	—	22	—	7	—	7	—	19	—	6	—	11	—	3	—
Connecticut.....	1,489	45.4	978	42.9	202	39.5	85	72.2	29	58.1	74	40.9	39	49.7	25	53.6	45	66.5	12	—
Chicago.....	708	50.4	447	49.7	118	41.6	46	76.7	16	—	21	—	5	—	8	—	32	70.4	15	—
Other Illinois and Indiana.....	671	37.8	440	34.5	86	36.6	37	57.0	10	—	36	35.7	13	—	15	—	26	61.6	8	—
Massachusetts.....	319	40.3	220	38.1	42	38.5	17	—	8	—	14	—	5	—	3	—	8	—	2	—
Michigan.....	410	47.2	239	44.4	56	40.0	34	68.0	8	—	8	—	14	—	15	—	27	61.2	9	—
New Jersey.....	1,980	43.3	1,243	41.1	343	34.7	118	63.8	23	—	43	39.2	48	47.8	44	55.7	68	74.6	50	51.8
New York City.....	2,328	54.2	1,470	54.9	418	42.9	157	78.7	28	49.0	70	39.3	91	47.7	38	64.5	35	100.0	21	—
Up-State New York.....	1,072	41.8	676	37.2	147	37.3	46	71.8	27	51.8	16	—	32	53.9	37	55.1	61	61.3	30	41.6
Pennsylvania.....	280	38.6	153	36.6	56	32.9	21	—	1	—	18	—	12	—	5	—	12	—	2	—

¹ The mean—the simple arithmetic average. Not computed where base less than 25.² Total includes Georgia, not shown separately.

Hourly earnings in union and nonunion shops.—The corset and allied-garments industry is not unionized to any extent except in New York City, and only 3 firms (in New Jersey and Pennsylvania) outside of that city reported an agreement with a union. In New York City 25 of the 36 firms had a union agreement; the union firms employed 1,569 workers and the nonunion 759 workers. Consequently, the comparison of earnings in union and nonunion shops is confined to New York City.

Within the union shops, the organization is comprised chiefly of workers on the product itself and not of miscellaneous plant workers. Average hourly earnings were 55 cents for the workers in the union shops and 52.7 cents for those in the nonunion shops. However, there were important differences in the distribution: Only 12 percent of the union workers, but 21 percent of the nonunion workers, were paid less than 40 cents an hour; and 31 percent of the union workers, in comparison to 25 percent of the nonunion workers, had earnings of 60 cents an hour or more. Hourly earnings varied widely in both types of shop.

Hourly earnings in the various firms.—Average hourly earnings of employees have been computed for each firm scheduled and these earnings have been tabulated according to size of firm and also by area. The distribution of these firms' averages is shown in the accompanying summary. For the firms in all areas combined, the range in average earnings was from 27½ and under 30 cents to 65 and under 67½ cents. There was some concentration in the 2½-cent intervals from 40 to 47½ cents; 41 firms had averages of such amounts. Thirty-eight firms had averages of 47½ cents or more.

Average hourly earnings in the firm (cents)	Number of firms	Employees		Average hourly earnings in the firm (cents)	Number of firms	Employees	
		Number	Percent			Number	Percent
Total.....	100	9,628	100.0	42.5, under 45.0.....	17	2,222	23.1
27.5, under 32.5.....	6	362	3.8	45.0, under 47.5.....	12	916	9.5
32.5, under 35.0.....	4	342	3.6	47.5, under 50.0.....	8	655	6.8
35.0, under 37.5.....	3	408	4.2	50.0, under 55.0.....	16	1,710	17.7
37.5, under 40.0.....	8	567	5.9	55.0, under 60.0.....	10	878	9.1
40.0, under 42.5.....	12	1,306	13.6	60.0 and over.....	4	262	2.8

Unpublished figures show the variations in earnings according to size of firm. For example, the average earnings of the 27 firms that employed fewer than 25 workers ranged from 27½ and under 30 cents to 57½ and under 60 cents; in 12 of these firms the averages fell within the groups of 40 and under 47½ cents. Averages in firms employing 100 and under 200 employees ranged from 30 and under 32½ cents to 57½ and under 60 cents, and the range in averages of firms employing 200 or more workers was from 32½ and under 35 cents, also to 57½ and under 60 cents.

To express it in another way, of the 21 firms whose employees had average earnings of less than 40 cents, 11 had fewer than 50 employees, 7 had 50 and under 200, and 3 had 200 or more. Of 49 firms with average earnings of 40 and under 50 cents, 22 employed fewer than 50 workers, 11 employed 50 and under 100, 8 employed 100 and under 200, and 8 employed 200 or more.

There was considerable variation also in the firm averages in the different States and cities, with low-average firms (less than 40 cents)

found in all areas but California and Chicago, and with relatively high-average firms (50 cents or more) found in California, Chicago, Michigan, New York City, and up-State New York. However, firms with average earnings of 57½ cents or more were found only in New York City.

Hours worked.

The number of hours worked was reported for 9,646 employees in the 100 corset and allied-garments firms. The majority of the employees had a favorable workweek, slightly over three-tenths working over 35 and under 40 hours, and one-fifth working 40 hours even. The amount of undertime and overtime in the industry is indicated to some extent by the figures, which show that one-fifth of the employees had less than 35 hours of work and one-tenth worked longer than 44 hours. The details in regard to hours of work are given in table IV.

TABLE IV.—*Hours worked in the pay-roll week recorded by employees in the CORSET AND ALLIED-GARMENTS INDUSTRY*

Hours worked	Employees		Hours worked	Employees	
	Number	Percent		Number	Percent
Total.....	9,646	100.0	40.....	1,903	19.7
Under 35.....	1,900	19.7	Over 40, under 44.....	946	9.8
35.....	71	.7	44.....	856	8.9
Over 35, under 40.....	3,003	31.1	Over 44.....	967	10.0

Week's earnings.

The amount of the actual earnings received in the pay-roll week recorded was reported for 9,702 experienced employees. The average for the entire group, regardless of the number of hours worked, amounted to \$17.90. It varied by area from \$13.25 in Massachusetts to \$21.40 in Chicago. Other areas with relatively low averages were Pennsylvania (\$14.45) and other Illinois and Indiana (\$14.50). In an intermediate position were up-State New York, Connecticut, New Jersey, California, and Michigan with averages of \$16 to \$18.55, inclusive. New York City ranked second highest with \$20.20. Table V shows the week's earnings of the employees scheduled.

Considering all employees as a group, the largest proportion (36 percent) had earnings of \$15 and under \$20, and the second largest group (28 percent) had earnings of \$10 and under \$15. For less than one-tenth (8 percent) were the earnings below \$10.

The heaviest concentration occurred in the wage intervals between \$10 and \$25. In Chicago, New York City, and California, from 49 to 67 percent had earnings of \$15 and under \$25, and in the other areas from 62 to 78 percent earned \$10 and under \$20.

The proportion of employees with earnings below \$10 was from 3 to 5 percent in New York City, California, Michigan, and Chicago; was from 13 to 16 percent in Pennsylvania, other Illinois and Indiana, and up-State New York; and was 30 percent in Massachusetts. At the other extreme of the wage scale, with earnings of \$30 or more, were 2 to 4 percent in Massachusetts, Pennsylvania, Connecticut, and other Illinois and Indiana; 5 to 8 percent in California, New Jersey, up-State New York, Michigan, and New York City; and 14 percent in Chicago.

TABLE V.—*Week's earnings of experienced employees in the CORSET AND ALLIED-GARMENTS INDUSTRY, by area*

Week's earnings	Total		Percent of employees with week's earnings as specified in—									
	Number ¹	Percent	California	Connecticut	Chicago	Other Illinois and Indiana	Massachusetts	Michigan	New Jersey	New York City	Up-State New York	Pennsylvania
Number of firms.....	100	-----	10	11	4	5	5	4	13	36	7	3
Number of employees.....	9,702	100.0	255	1,496	719	671	319	412	1,994	2,355	1,084	280
Average earnings ²	\$17.90	-----	\$18.45	\$16.95	\$21.40	\$14.50	\$13.25	\$18.55	\$17.70	\$20.20	\$16.00	\$14.45
<i>Percent of employees</i>												
Under \$5.....	122	1.3	0.8	1.5	1.1	1.8	4.7	1.2	1.3	0.6	1.5	0.7
\$5, under \$10.....	644	6.6	2.7	5.9	3.6	13.0	25.1	3.2	5.2	2.1	14.4	11.8
\$10, under \$15.....	2,671	27.5	19.6	33.0	16.1	49.6	36.1	18.4	26.5	15.8	37.3	52.5
\$15, under \$20.....	3,484	35.9	45.9	36.9	29.1	26.2	26.0	51.0	41.9	39.3	24.8	25.7
\$20, under \$25.....	1,536	15.8	21.2	14.5	19.9	3.3	3.4	15.0	14.7	24.1	12.1	3.2
\$25, under \$30.....	639	6.6	4.7	3.9	16.0	1.8	2.5	3.9	5.4	10.1	4.7	3.6
\$30, under \$35.....	274	2.8	2.4	1.7	8.8	1.9	1.6	3.6	1.8	3.5	1.8	1.8
\$35 and over.....	332	3.4	2.7	2.5	5.4	2.4	.6	3.6	3.4	4.5	3.5	.7
<i>Cumulative percents</i>												
Under \$12.....	1,693	17.5	9.4	18.4	9.5	32.9	41.7	10.9	14.7	6.9	34.2	29.3
Under \$14.....	2,752	28.4	14.5	31.7	15.7	56.3	56.1	19.2	24.9	13.2	47.4	49.3
Under \$16.....	4,254	43.8	32.5	50.5	26.3	75.1	73.7	32.5	41.2	26.9	58.8	76.1
Under \$18.....	5,808	59.9	47.0	65.8	39.2	86.0	86.2	52.4	61.9	45.5	68.5	86.4
\$18 and over.....	3,894	40.1	53.0	34.2	60.8	14.0	13.8	47.6	38.1	54.5	31.5	13.6
\$20 and over.....	2,781	28.7	31.0	22.7	50.1	9.4	8.2	26.2	25.2	42.2	22.0	9.3

¹ Total includes Georgia, not shown separately.² The mean—the simple arithmetic average.

Part VII.—UNDERWEAR AND NIGHTWEAR

The underwear and nightwear branch of the women's and children's apparel industry, as defined for purposes of this study, includes factories sewing woven or knitted purchased fabric into women's shirts, bloomers, step-ins, athletic underwear, slips and petticoats, children's waist suits, and infants' underwear, or into women's, children's and infants' nightgowns, pajamas, bathrobes, negligees, house coats, or similar garments. Factories knitting underwear fabrics and sewing the knitted material into garments are not included in this study, as such factories have been covered in a knit-goods study.

The larger number of underwear and nightwear firms are inside shops. In and around New York City there are jobber manufacturers and contract shops, though even here inside manufacturers outnumber them. Many firms employ less than 50 workers, but there are a few with over 300 workers.

In each community the field work in this branch of the industry was carried on at the same time that surveys of other branches of the industry were being made. It was possible, therefore, to revise lists of firms according to the type of garment made in largest quantity in the pay-roll period covered. About 20 percent of the firms whose major production in the pay-roll period was in women's and children's underwear and nightwear either made other garments at the same time or had made others at some time in 1938. The other garments made consisted of many types of sports garments, such as slacks, woven-fabric swim suits, beach garments, boys' and men's polo shirts, and children's sportswear, as well as blouses, uniforms, house dresses, brassieres, pillow slips, and men's nightwear.

At the time of the survey, February to May 1939, the chief product of 493 firms was women's and children's underwear and nightwear as defined. These firms gave employment to 30,148 persons. Twelve States had at least 3 factories—4 having 30 or more—and in 7 others there were 1 or 2 factories.

Scope of survey.

The Women's Bureau secured pay-roll data from 290 firms, or 59 percent of all in the industry in the spring of 1939. The firms visited were in all States that had 3 or more factories and in 4 of those with only 1 or 2. They gave employment to 22,459 persons. Table I shows that in each State the proportion of employees for whom wage data were secured corresponds closely to the proportion of the total represented by that State. The distribution of the firms scheduled also compares favorably with the distribution of all firms. Three-fourths of the plants surveyed employed less than 100 persons (29 percent, fewer than 25) and only 2 percent had as many as 300 workers.

Except in the New York-New Jersey area, undergarments are made in inside factories, that is, in factories purchasing their materials and carrying on all manufacturing processes. In New York City and

New Jersey, part of the manufacture is done on a jobber-contractor basis, the contractor sewing garments from cut materials furnished by the jobber. Eleven of the firms scheduled were jobbers and 55 were contractors. The remaining firms were inside manufacturers, though 24 of these also sent some work out to contractors and 4 reported doing some work on contract for other firms.

Except in a few plants, the pay period for which earnings were obtained was in February, March, or April of 1939; in the exceptions it was necessary to take a November, December, or January pay roll to secure figures considered representative by the management.

The large majority of workers in the underwear and nightwear industry are women; they comprised slightly more than nine-tenths of the factory employees in the plants scheduled.

TABLE I.—*Extent and location of the UNDERWEAR AND NIGHTWEAR INDUSTRY in the spring of 1939 and number of firms and employees included in survey*

State	Firms in business, spring of 1939			Firms included in survey				
	Firms—Number	Factory employees		Firms—Number	Factory employees			
		Number	Percent		Total number	Percent	Men	Women
Total.....	493	30,148	100.0	290	22,459	100.0	2,032	20,427
Percent.....	100.0	100.0	-----	58.8	74.5	-----	-----	-----
California.....	24	765	2.5	16	441	2.0	27	414
Connecticut.....	19	2,278	7.6	9	1,457	6.5	125	1,332
Illinois.....	30	1,729	5.7	16	823	3.7	74	749
Indiana.....	5	349	1.2	3	325	1.4	25	300
Massachusetts.....	22	2,162	7.2	12	1,568	7.0	144	1,424
Michigan.....	5	592	2.0	3	450	2.0	43	407
Minnesota and Wisconsin.....	4	253	.8	4	253	1.1	20	233
Missouri.....	12	1,006	3.3	10	765	3.4	68	697
New Jersey.....	61	5,024	16.7	40	4,359	19.4	280	4,079
New York.....	245	11,353	37.7	133	8,560	38.1	913	7,647
Ohio.....	10	295	1.0	6	239	1.1	19	220
Pennsylvania.....	42	3,822	12.7	32	2,896	12.9	277	2,619
Other ¹	14	520	1.7	6	323	1.4	17	306

¹ Tennessee, Texas, Virginia, Maryland, Georgia, and Utah, the first three of which were covered in the Women's Bureau survey.

Labor costs.

Small underwear firms in the New York area employ itinerant auditors. In the time available for this study it was not possible to visit these auditors to secure cost data for the firms scheduled. In other sections of the country, some firms scheduled reported total costs of operation and labor costs. While these figures cannot be taken as representative of conditions in the entire industry, they are quoted here as indicative of inside manufacturers' relative costs. Labor costs in 45 plants reporting were 21.6 percent of total costs and in 40 plants reporting were 26 percent of manufacturing costs.

The proportions that labor costs formed of total costs in the State and city areas in which three or more firms reported costs were 14.8 percent in Texas and 17.2 percent in Pennsylvania; from 21.5

to 26.3 percent in California, Illinois, up-State New York, New Jersey, and New York City; and 31.6 percent in Ohio. Labor costs were only 18.2 percent of manufacturing costs in Texas, but varied from 22.3 to 28.4 percent of such costs in Pennsylvania, Illinois, up-State New York, New Jersey, and California, and were 36 percent in Ohio.

Learners.

Approximately one-half of the firms scheduled reported a learner policy. There was no agreement as to the time required to become an efficient worker, opinions varying from two weeks to over six months. Of the firms reporting the learning period, almost equal proportions gave as their policy one month or less, 6 or 8 weeks, and 10 to 16 weeks. In about 10 percent of the firms the learning period was reported as six months or more. About one firm in three considered the learning period indefinite, varying according to the ability of the individual and the type of work.

Sixty-two firms paid learners on a time basis and 66 paid them on a piece basis. In 34 firms the time rate was 25 cents an hour, \$10 for a 40-hour week, or \$10.65 for 42½ hours. In 7 firms the rate was only 18¼ cents an hour, or \$8 to \$9 for a week of 37½ or 40 hours; and in 21 firms it was on a distinctly higher level, 12 of them paying from \$11 to \$15 for a week of 35, 37½, or 40 hours.

Thirty-three firms paid learners the regular piece rates with no guaranty; 30 paid piece rates with a guaranty of 25 cents an hour, and 3 guaranteed \$8 or \$10 for 40 or 44 hours.

The total number of learners employed during the pay-roll period covered was 623. There were also 98 employees reported as handicapped persons. The large majority (557) were machine operators, but a substantial group (111) were employed as hand finishers, inspectors, or packers. From the actual hourly earnings of 715 of the learners and handicapped employees it is clear that the largest group, 42 percent, had earnings of 25 cents, but 17 percent had earnings of less than 25 cents. Over one-fifth (22 percent) earned 30 cents or more, and 4 percent earned more than 40 cents. The earnings of these employees are not included in the wage tables that follow.

EARNINGS AND HOURS

The tables on hourly earnings that follow show earnings of experienced workers for whom hours worked and earnings were reported. Hourly earnings were arrived at by dividing the week's earnings by the number of hours worked, for each employee separately. Hourly earnings are computed for regular time only, all overtime payments having been eliminated from such computations.

Earnings information is shown for New York City, Philadelphia, and Chicago separately from the remainder of the respective States. To avoid disclosure of individual firms, earnings for Indiana are included with those for Illinois State, earnings for Wisconsin with those for Minnesota, and earnings for Texas with those for Tennessee and Virginia.

TABLE II.—Hourly earnings of experienced employees in the UNDERWEAR AND NIGHTWEAR INDUSTRY, by area

Hourly earnings (cents)	All areas		California	Connecticut	Chicago	Other Illinois and Indiana	Massachusetts	Michigan	Minnesota and Wisconsin	Missouri	New Jersey	New York City	Up-State New York	Ohio	Philadelphia	Other Pennsylvania	Tennessee, Texas, and Virginia
	Number of employees	Per cent															
Total employees.....	21,417	100.0	373	1,452	678	424	1,438	408	249	727	4,219	6,055	2,009	236	580	2,266	303
Average earnings ¹ (cents).....	41.5	-----	47.5	35.8	42.0	42.8	39.9	40.9	47.9	32.6	38.1	51.7	36.0	39.8	40.4	33.2	31.1
Percent of employees																	
Under 25.0.....	292	1.4	0.8	0.6	0.9	0.5	0.6	0.2	-----	0.6	0.8	0.4	1.3	2.1	1.4	6.9	2.3
25.0, under 27.5.....	2,832	13.2	.8	22.0	7.8	19.1	3.3	5.4	1.6	37.7	14.8	6.5	20.5	10.6	8.6	20.6	18.2
27.5, under 30.0.....	1,410	6.6	1.3	10.7	4.6	6.1	1.5	3.9	.4	10.5	8.2	3.1	10.7	3.4	5.9	10.3	19.1
30.0, under 32.5.....	1,718	8.0	2.4	9.1	4.7	3.8	2.4	4.7	1.6	11.8	9.5	4.3	11.9	8.5	11.4	13.5	31.7
32.5, under 35.0.....	1,908	8.9	8.3	9.8	8.7	4.7	2.2	6.6	.4	12.5	13.5	4.7	11.5	4.7	11.7	12.9	15.8
35.0, under 37.5.....	2,410	11.3	7.8	10.9	11.9	16.3	41.4	9.8	2.4	6.5	11.4	5.3	10.4	16.9	11.0	11.1	6.3
37.5, under 40.0.....	1,600	7.5	9.4	8.3	10.2	4.0	13.6	12.0	15.3	5.1	8.7	4.6	7.2	9.3	9.3	7.3	2.3
40.0, under 42.5.....	1,718	8.0	14.5	8.1	9.7	6.4	9.9	30.9	10.8	3.9	7.3	7.7	6.3	8.1	8.3	7.1	.7
42.5, under 45.0.....	1,160	5.4	8.6	5.9	7.8	6.1	6.9	6.1	14.1	2.3	4.6	6.5	5.0	7.6	4.8	2.2	1.3
45.0, under 47.5.....	1,136	5.3	8.3	5.0	9.0	4.7	5.6	6.9	11.6	2.2	4.5	6.8	4.3	8.1	6.2	2.6	-----
47.5, under 50.0.....	849	4.0	6.4	2.8	4.3	4.2	3.3	2.9	8.4	.8	3.5	6.2	2.5	5.9	4.1	1.6	.3
50.0, under 52.5.....	736	3.4	5.6	1.7	5.3	4.0	2.2	2.2	9.2	1.8	2.9	5.6	2.1	3.4	3.4	1.1	-----
52.5, under 55.0.....	613	2.9	4.8	1.2	2.7	3.1	1.6	2.0	5.2	.4	2.9	5.3	.9	3.0	3.1	.5	.3
55.0, under 57.5.....	482	2.3	4.8	.8	2.5	3.5	.9	.7	4.8	.6	1.8	4.4	1.0	2.1	1.4	.6	.7
57.5, under 60.0.....	408	1.9	2.9	.8	2.5	2.4	1.0	.5	1.2	.1	1.1	4.4	.6	2.1	.7	.4	-----
60.0, under 62.5.....	339	1.6	1.3	.6	1.5	2.1	.4	.5	2.0	.3	.9	3.7	.7	.4	2.1	.1	-----
62.5, under 65.0.....	288	1.3	2.7	.1	1.2	1.7	.3	.7	2.8	.8	1.0	2.9	.6	.8	1.0	.3	.3
65.0, under 67.5.....	192	.9	1.9	.3	1.0	.9	.4	.7	2.0	-----	.5	2.0	.2	.4	.3	.1	-----
67.5, under 70.0.....	210	1.0	1.3	.1	.4	1.7	.3	.2	1.6	1.2	.3	2.4	.4	.4	.7	.1	-----
70.0, under 72.5.....	156	.7	1.1	.1	.1	-----	.1	.2	.4	.4	.1	1.9	.3	.8	1.4	.2	-----
72.5, under 75.0.....	110	.5	.5	-----	1.0	.7	.1	-----	.4	-----	.1	1.4	.1	-----	.3	-----	.3
75.0, under 80.0.....	182	.8	.8	.1	.7	.2	.8	1.5	1.6	.1	.4	2.0	.3	-----	.7	-----	.3
80.0, under 85.0.....	130	.6	.8	.3	.3	.5	.2	.2	-----	-----	.1	1.6	.2	1.3	.7	-----	-----
85.0, under 90.0.....	100	.5	.8	.2	.3	.7	.3	.5	.8	.3	.4	.9	.2	-----	.3	-----	-----
90.0, under 100.0.....	113	.5	1.1	.2	.3	-----	.1	.2	.8	-----	.2	1.4	.1	-----	.3	.1	-----
100.0 and over.....	325	1.5	.8	.3	.4	2.6	.5	.2	.4	.1	.5	4.1	.4	-----	.7	.4	-----

¹ The mean—the simple arithmetic average.

Hourly earnings.

The average hourly earnings of the 21,417 workers were 41.5 cents. Table II shows that 21 percent of all employees earned under 30 cents an hour and 57 percent earned under 40 cents. Only one-tenth earned as much as 60 cents an hour.

Of the various State and city groups, workers in New York City had the best earnings, shown by an average of 51.7 cents, followed by Minnesota and Wisconsin with an average of 47.9 cents, and California with 47.5 cents. In an intermediate position, with averages varying downward from 42.8 cents to 38.1 cents, were other Illinois and Indiana, Chicago, Michigan, Philadelphia, Massachusetts, Ohio, and New Jersey. Areas that paid relatively low wages were up-State New York, Connecticut, other Pennsylvania, Missouri, and Tennessee, Texas, and Virginia combined, these having averages varying from 36 to 31.1 cents.

The range in hourly earnings was very wide, from 10 cents to over \$2, but in each area there was some concentration of earnings, the degree varying considerably by locality. An examination of table II shows that the largest groups falling in any 2½-cent interval were 41 percent in Massachusetts and 38 percent in Missouri; but in New York City the largest group comprised only 8 percent, and in Philadelphia and Chicago the largest groups were only 12 percent of the workers.

The point of concentration in the wage scale also varied in the different areas. On the basis of 5-cent intervals the modal groups in New York City, California, Minnesota and Wisconsin, and Michigan had earnings of 40 and under 45 cents. Areas in which the largest groups of workers had earnings of 35 and under 40 cents were Chicago, Ohio, and Massachusetts; those with earnings in the next lower interval, 30 and under 35 cents, were Philadelphia and the combination of Tennessee, Texas, and Virginia. In the remaining six areas the largest groups of workers had earnings of 25 and under 30 cents; in these and in Tennessee, Texas, and Virginia, more than one-fifth of the workers earned under 30 cents.

A substantial proportion of the workers in New York City (44 percent), Minnesota and Wisconsin (33 percent), California (31 percent), other Illinois and Indiana (24 percent), and Chicago (20 percent) earned 50 cents or more, but only from 10 to 17 percent in Michigan, New Jersey, Ohio, and Philadelphia, and less than 10 percent in the six other areas, had such earnings.

Hourly earnings by occupation.—As is generally the case in the women's apparel industries, women largely predominate among the employees. In the factories included in the current study, just over nine-tenths of the workers were women. Distribution of the employees by occupation shows striking differences in the number and sex of the workers in the occupational groups, and the earnings received for the various types of work may be considered as indicative of the wage levels for the two sexes.

Sewing-machine operators made up the largest group, numbering 13,779, or 64 percent of all the employees reported. All these but 74 were women. The next largest group, 3,084, or 14 percent of the total, consisted of hand finishers, inspectors, and packers; 97 percent of this group were women. Cutters numbered 1,069, or 5 percent of the

workers, and over four-fifths of this group were men. Seven percent of the workers were pressers, and again the great majority, 96 percent, were women. Smaller groups were employed in general factory work, as floor boys or girls and cleaners (4 percent of the total workers), and in such nonmanufacturing occupations as shipping (2 percent), maintenance (1 percent), and plant clerical work (1 percent). Working foremen and forewomen are grouped with machinists and together comprise 3 percent of the work force. The summary following shows the numbers of men and women with occupation reported.

Occupation	All employees	Men	Women	
			Number	Percent
Total	21, 704	2, 018	19, 686	90. 7
Machine operators.....	13, 779	74	13, 705	99. 5
Hand finishers, inspectors, and packers.....	3, 084	89	2, 995	97. 1
Cutters.....	1, 069	879	190	17. 8
Pressers.....	1, 484	61	1, 423	95. 9
General indirect labor.....	846	124	722	85. 3
Shipping.....	530	413	117	22. 1
Maintenance.....	183	171	12	6. 6
Supervisory and machinists.....	630	195	435	69. 0
Plant clerical.....	99	12	87	87. 9

Average hourly earnings are shown by occupation and area in table III. The supervisory and machinist group and the cutters had much better earnings than workers in the other occupations, their averages being respectively 66.3 cents and 62.3 cents. Machine operators, the largest of the occupational groups, averaged 41 cents, but the hand finishers, inspectors, and packers had an average of only 35.7 cents. The lowest earnings, only 31.7 cents, were those of the general indirect workers. The other groups, maintenance, pressing, shipping, and plant clerical workers, had averages varying from 39.5 cents to 41.8 cents.

Unpublished figures show that the number of workers with earnings below 30 cents varied from only 4 percent of the supervisory group and 14 to 19 percent of the cutters, pressers, and machine operators, to over 30 percent of the hand finishers, inspectors, and packers and the maintenance workers, and to nearly one-half (47 percent) of the general indirect workers. More than half of the employees in each group but the supervisors and the cutters had earnings below 40 cents. Thirty-five percent of the cutters and 34 percent of the supervisors and machinists earned 70 cents or more, but fewer than 10 percent of the workers in the other groups were paid such wages.

In nearly every case where it was possible to compute average earnings, the supervisors and machinists and the cutters had the highest earnings and the general indirect labor and the hand finishers, inspectors, and packers had the lowest. Other Illinois and Indiana plants paid hand finishers, inspectors, and packers higher wages than did other areas, and Massachusetts paid the general indirect labor group more than did other places. With these exceptions, New York City plants paid the highest amounts in all occupations. Machine operators and hand finishers, inspectors, and packers had relatively high earnings in Minnesota and Wisconsin and in California.

TABLE III.—Average hourly earnings of experienced employees in the UNDERWEAR AND NIGHTWEAR INDUSTRY, by occupation and by area

Area	All factory employees (91 percent women)		Machine operators (99+ percent women)		Hand finishers, inspectors, packers (97 percent women)		Cutters (18 percent women)		Pressers (96 percent women)		General indirect labor (85 percent women)		Shipping (22 percent women)		Maintenance (7 percent women)		Supervisory and machinists (69 percent women)		Plant clerical (88 percent women)	
	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)	Number of employees	Average hourly earnings ¹ (cents)
All areas.....	21,417	41.5	13,670	41.0	3,057	35.7	1,060	62.3	1,472	40.4	828	31.7	504	40.7	170	39.5	570	66.3	86	41.8
California.....	373	47.5	252	46.5	42	40.7	21	42.9	25	46.3	8	29.4	6	36.1	2	16	16	1	3	1
Connecticut.....	1,452	35.8	903	36.2	253	31.4	61	42.9	106	37.0	65	29.4	32	36.1	8	21	21	3	3	3
Chicago.....	678	42.0	445	41.4	93	37.4	57	49.0	36	40.4	6	20	20	5	13	13	13	3	3	3
Other Illinois and Indiana.....	424	42.8	273	38.6	60	44.3	32	69.0	23	38.4	7	2	2	4	23	23	23	3	3	3
Massachusetts.....	1,438	39.9	967	39.7	203	36.5	69	49.9	85	38.4	43	32.9	30	39.8	7	30	58.2	3	3	3
Michigan.....	408	40.9	288	39.5	52	38.7	14	44	17	32.8	7	5	5	8	15	15	15	2	2	2
Minnesota and Wisconsin.....	249	47.9	141	48.7	30	44.0	14	44	18	32.8	8	3	3	4	12	12	12	19	19	19
Missouri.....	727	32.6	474	31.3	101	31.1	44	41.0	35	32.8	11	21	21	7	26	26	26	8	8	8
New Jersey.....	4,219	38.1	2,881	37.9	570	32.9	143	54.2	313	37.3	114	32.6	84	36.3	24	79	79	11	11	11
New York City.....	6,055	51.7	3,319	53.1	1,064	39.6	329	91.5	467	48.8	401	31.4	202	45.8	43	39.3	214	79.8	16	16
Up-State New York.....	2,009	36.0	1,351	35.5	275	32.1	88	53.9	144	34.6	54	29.8	18	18	18	47	55.9	14	14	14
Ohio.....	236	39.8	165	39.4	18	35.2	24	38	6	33.5	1	11	11	3	5	5	5	3	3	3
Philadelphia.....	580	40.4	396	39.3	48	29.7	38	63.1	54	33.5	8	14	14	2	20	20	20	2	2	2
Other Pennsylvania.....	2,266	33.2	1,606	33.4	224	29.7	106	33.0	124	32.6	92	30.8	50	32.4	28	35.7	34	54.9	2	2
Tennessee, Texas, and Virginia.....	303	31.1	209	30.2	24	29.7	20	33.0	18	32.6	3	6	6	7	15	15	15	1	1	1

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

Tennessee, Texas, and Virginia combined paid the lowest wages, and Missouri the next lowest, to machine operators, and in the other classes for which average hourly earnings were computed the areas paying the lowest amounts were other Pennsylvania, Missouri, and Connecticut. The lowest earnings of all were the 29.4 cents averaged by general indirect labor in Connecticut and the highest were the 91.5 cents averaged by cutters in New York City.

Hourly earnings in union and nonunion shops.—Fifty-two percent of the firms scheduled were union shops. To compare the hourly earnings for all employees in union shops with the earnings for all employees in nonunion shops, averages have been computed for the two types of shop. While usually only the productive workers are organized, the earnings of the other groups are included, as they are influenced to some degree by union rates of coworkers.

The greatest degree of unionization exists in New York City, and here the average earnings were higher than elsewhere; they were 17 cents higher than the earnings in nonunion shops in the same city, or 53.7 cents compared with 36.6 cents. In New Jersey, the second largest center of underwear production, the average earnings in organized shops were 39.4 cents, in unorganized 36.7 cents. In up-State New York, Pennsylvania outside of Philadelphia, California, and Chicago, employees in union shops earned slightly less than those in nonunion shops, the difference in hourly earnings varying from 1.6 cents to 4.2 cents. In the other areas in which both union and nonunion shops were scheduled the averages for union employees exceeded those for nonunion workers, the difference in favor of union employees being as follows: 1.6 cents in Philadelphia, 3.3 cents in Missouri, 7.1 cents in Connecticut, 8.9 cents in other Illinois and Indiana, and 13.6 cents in Ohio.

Hourly earnings in the various firms.—Equally significant is the contrast in average earnings for the various establishments. These averages are shown in the summary following.

Average hourly earnings in the firm (cents)	Number of firms	Employees		Average hourly earnings in the firm (cents)	Number of firms	Employees	
		Number	Percent			Number	Percent
Total.....	200	21, 417	100. 0	40.0, under 42.5.....	22	1, 628	7. 6
25.0, under 27.5....	8	198	0. 9	42.5, under 45.0.....	29	2, 105	9. 8
27.5, under 30.0....	12	671	3. 1	45.0, under 47.5.....	11	683	3. 2
30.0, under 32.5....	21	1, 541	7. 2	47.5, under 50.0.....	15	835	3. 9
32.5, under 35.0....	29	2, 975	13. 9	50.0, under 55.0.....	33	1, 867	8. 8
35.0, under 37.5....	44	4, 617	21. 6	55.0, under 60.0.....	19	1, 172	5. 4
37.5, under 40.0....	26	2, 037	9. 5	60.0, under 70.0.....	15	812	3. 8
				70.0 and over.....	6	276	1. 3

Jobbers, few in number, had the highest averages, as they employed only cutters or sample workers. However, unpublished figures show that when jobbers' shops are eliminated many manufacturers with less than 50 employees paid higher rates than firms with over 100 employees; in fact, firms having 300 or more employees paid rates that yielded their workers, considered as a group, amounts ranging only from 32.5 and under 35 cents to 42.5 and under 45 cents an hour.

Of the 149 plants employing fewer than 50 workers, average earnings were below 30 cents in 16, 30 and under 40 cents in 48, 40 and under 60 cents in 72, and 60 and under 90 cents in 13. Only 2 of the

71 firms employing 100 or more workers had averages below 30 cents, but in 41 plants the average was 30 and under 40 cents, in 25 it was 40 and under 60 cents, and in only 3 did the workers average 60 cents or more.

The distribution of employees by their individual earnings according to the average for the firm also is available in unpublished tables. The range of the employees' earnings in each class but the lowest is very wide; in fact, in all but the highest of the 2½-cent intervals in firm averages there were employees who earned less than 32½ cents and in all but the lowest there were employees who earned \$1 or more. In plants with low average hourly earnings there is a pronounced concentration of earnings in the wage intervals below 30 or 35 cents; and as the plant average increases, the proportion of employees with relatively high earnings increases and the proportion paid low wages decreases.

The different wage levels of the firms in the various areas are striking. In all the firms in Tennessee, Texas, and Virginia the average earnings were below 35 cents, and in all in other Pennsylvania and in Missouri the averages were below 40 cents. In the other areas the range in plant averages was much wider. Plants with average earnings under 30 cents were found in all areas but California, Chicago, other Illinois and Indiana, Michigan, and Philadelphia. No area but New York City had plants in which average earnings were as much as 57½ cents, but plants in that city had averages up to 70 cents and over. However, one or more plants with averages of 50 cents or more were found also in California, other Illinois and Indiana, Massachusetts, Minnesota and Wisconsin, New Jersey, and Philadelphia.

Hours worked.

Data in regard to the number of hours worked in the pay-roll period covered were reported for 21,440 employees. These are shown in table IV. Nearly two-fifths of the employees worked from 37½ to 40 hours, inclusive, but a significant number, 27 percent, had less than 35 hours of work. Almost one-sixth had a workweek of 44 hours or longer.

TABLE IV.—Hours worked in the pay-roll week recorded by employees in the UNDERWEAR AND NIGHTWEAR INDUSTRY

Hours worked	Employees		Hours worked	Employees	
	Number	Percent		Number	Percent
Total.....	21,440	100.0	Over 37½, under 40.....	2,095	9.8
Under 35.....	5,807	27.1	40.....	3,869	18.0
35.....	313	1.5	Over 40, under 44.....	2,279	10.6
Over 35, under 37½.....	1,637	7.9	44.....	2,435	11.4
37½.....	2,071	9.7	Over 44.....	884	4.1

Week's earnings.

Table V gives the total week's earnings as reported for 21,704 experienced employees. The average of the entire group, regardless of the number of hours worked, was \$15.30. It ranged by area from \$12.45 in Tennessee, Texas, and Virginia to \$18.70 in New York City. Other relatively high earnings, shown by averages of \$16.10 to \$17.60, were those for Chicago, California, and Minnesota and Wisconsin. At a lower level, with averages varying from \$13.45 to \$15.45, were Ohio, Connecticut, up-State New York, New Jersey, Massachusetts, other Illinois and Indiana, Philadelphia, and Michigan. Missouri and other Pennsylvania also ranked low, with averages of \$12.60 and \$12.70, respectively.

In each area there was a very wide range, but the most common earnings, on the basis of \$5 intervals, were \$10 and under \$20, in most cases \$10 and under \$15. The modal groups in New York City, Chicago, California, Michigan, and Minnesota and Wisconsin, varying from 32 to 54 percent, had earnings of \$15 and under \$20.

The intervals in which fell the earnings of at least 50 percent of the employees in an area, arranged in descending order according to the highest of the intervals, are as follows:

- Minnesota and Wisconsin—54 percent earned \$15 and under \$20.
- New York City—54 percent earned \$11 and under \$20.
- California—52 percent earned \$13 and under \$19.
- Chicago—51 percent earned \$13 and under \$19.
- Other Illinois and Indiana—51 percent earned \$10 and under \$17.
- Michigan—50 percent earned \$13 and under \$17.
- Ohio—55 percent earned \$10 and under \$17.
- Philadelphia—52 percent earned \$10 and under \$17.
- Massachusetts—51 percent earned \$12 and under \$16.
- Missouri—53 percent earned \$10 and under \$16.
- New Jersey—56 percent earned \$10 and under \$16.
- Connecticut—51 percent earned \$10 and under \$15.
- Up-State New York—54 percent earned \$10 and under \$15.
- Other Pennsylvania—54 percent earned \$10 and under \$15.
- Tennessee, Texas, and Virginia—59 percent earned \$11 and under \$14.

The proportion of workers with relatively low or high earnings also varied considerably in the different areas. Less than one-fifth of the workers in Minnesota and Wisconsin, California, New York City, and Michigan had earnings below \$12, but in up-State New York, Connecticut, other Pennsylvania, and Missouri, from two-fifths to more than one-half of the workers had such earnings. In Ohio, other Pennsylvania, and Missouri, roughly one-fourth earned less than \$10.

From 20 to 33 percent of the workers in Chicago, Minnesota and Wisconsin, California, and New York City, earned \$20 or more. In contrast to this, only 2 percent of those in Tennessee, Texas, and Virginia, and only from 7 to 11 percent of those in Connecticut, other Pennsylvania, Massachusetts, up-State New York, Michigan, Missouri, Ohio, and New Jersey, had earnings of as much as \$20.

TABLE V.—*Week's earnings of experienced employees in the UNDERWEAR AND NIGHTWEAR INDUSTRY, by area*

Week's earnings	Total		Percent of employees with week's earnings as specified in—														
	Number	Per-cent	Cali-fornia	Con-necti-cut	Chi-cago	Other Illinois and Indiana	Mas-sachu-setts	Michi-gan	Min-nesota and Wis-consin	Mis-souri	New Jersey	New York City	Up-State New York	Ohio	Phila-del-phia	Other Penn-sylvania	Ten-nessee, Texas, and Vir-ginia
Number of firms.....	290	-----	16	9	15	4	12	3	4	10	40	112	21	6	16	16	6
Number of employees.....	21,704	100.0	375	1,454	681	425	1,453	411	250	746	4,233	6,184	2,080	238	595	2,274	304
Average earnings ¹	\$15.30	-----	\$17.20	\$13.50	\$16.10	\$15.15	\$14.45	\$15.45	\$17.60	\$12.60	\$13.80	\$18.70	\$13.55	\$13.45	\$15.40	\$12.70	\$12.45
Percent of employees																	
Under \$5.....	604	2.8	1.9	2.2	2.8	5.6	2.0	2.4	1.2	8.4	2.6	1.7	2.4	5.5	2.3	5.2	3.0
\$5, under \$10.....	2,727	12.6	5.3	15.8	10.3	13.4	10.5	5.4	6.4	18.2	16.2	7.5	15.0	18.5	12.8	18.3	8.2
\$10, under \$15.....	9,153	42.2	28.1	50.5	29.8	40.2	53.2	40.6	14.0	49.1	48.7	26.4	53.9	42.0	33.9	54.3	77.6
\$15, under \$20.....	5,573	25.7	40.8	24.5	37.4	24.2	25.9	42.3	53.6	14.9	21.7	31.5	20.7	24.4	23.9	15.3	9.2
\$20, under \$25.....	2,043	9.4	16.5	4.4	12.5	9.4	4.6	4.4	16.4	4.6	7.6	16.5	4.7	5.5	11.1	4.9	.7
\$25, under \$30.....	790	3.6	6.7	1.4	4.0	3.1	1.4	1.7	4.4	2.3	1.6	8.1	1.4	2.9	4.0	.8	.7
\$30 and over.....	814	3.8	2.7	1.2	3.2	4.0	2.4	3.2	4.0	2.5	1.6	8.3	1.8	1.3	3.0	1.2	.7
Cumulative percents																	
Under \$12.....	6,813	31.4	13.9	42.2	20.9	38.6	25.6	18.5	10.8	53.2	38.2	18.2	41.2	37.4	28.8	44.0	36.2
Under \$14.....	10,347	47.7	25.3	59.5	31.4	47.8	44.0	33.6	17.2	69.7	57.9	28.9	62.7	51.7	42.9	64.4	79.9
Under \$16.....	14,134	65.1	43.2	76.6	51.4	63.8	76.1	63.0	36.8	80.0	74.7	43.0	78.6	73.1	61.1	83.7	93.7
Under \$18.....	16,505	76.0	61.9	86.9	69.0	75.8	85.8	81.8	59.6	87.3	84.2	56.0	87.3	83.6	72.5	90.8	97.4
\$18 and over.....	5,199	24.0	38.1	13.1	31.0	24.2	14.2	18.2	40.4	12.7	15.8	44.0	12.7	16.4	27.5	9.2	2.6
\$20 and over.....	3,647	16.8	25.9	7.0	19.7	16.5	8.4	9.2	24.8	9.4	10.8	32.9	7.9	9.7	18.1	6.9	2.0
\$22 and over.....	2,537	11.7	17.3	3.9	12.6	11.3	5.3	6.8	14.4	7.0	6.0	25.3	5.0	5.5	10.7	3.5	2.0

¹ The mean—the simple arithmetic average.