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UNITED STATES DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
Bulletin No. 178

WOMEN'S WAGES AND HOURS  
IN NEBRASKA

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no. 178

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



WOMEN'S WAGES AND HOURS  
IN NEBRASKA



BULLETIN OF THE WOMEN'S BUREAU, No. 178

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OFFICE OF THE SECRETARY

WASHINGTON, D. C.

1918

WOMEN'S WAGES AND HOURS

IN NEBRASKA



Report of the Women's Bureau, No. 113

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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, June 11, 1940.*

MADAM: I have the honor to transmit the report of a survey by the Women's Bureau of woman-employing industries in Nebraska, made at the request of the State Commissioner of Labor and the Nebraska League of Women Voters. A preliminary report was sent to the State some months ago. The data are to be used in setting up, through legislation, standards for the employment of women.

The field work was conducted by Carrie W. Graves and Louise Foeste. The report has been written by Arthur T. Sutherland.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*

v

# WOMEN'S WAGES AND HOURS IN NEBRASKA

## INTRODUCTION

At the request of the State Commissioner of Labor and the League of Women Voters of the State, a survey of the wages and hours of women employed in the service, trade, and manufacturing industries of Nebraska was made by the Women's Bureau of the United States Department of Labor in 1938. Agents of the Bureau conducted the field work in October, November, and December, and obtained data in retail stores, laundries, dry cleaners, beauty shops, hotels, restaurants, insurance and wholesale distributing offices, and the manufacturing industries that were found to employ women. Though the survey did not include every establishment in which women were employed, it did include a large cross section of them, and the report is representative of women's employment in the State. Separate tabulations have been prepared for each of the industry groups.

Nebraska is largely an agricultural State and nearly two-fifths of the 507,000 gainfully occupied persons reported by the United States Census of 1930 are engaged in agriculture. There is little concentration of population, only two cities having a population of more than 20,000, and only six a population of 10,000 to 20,000. Omaha, the largest city, has 214,006, or 16 percent of the State's population, and Lincoln, the second largest city, has 75,933, or 6 percent of the total. The 35 cities with a population of 2,500 or more (including Omaha and Lincoln) represent only 35 percent of the total for the State.

The most important occupations of women—exclusive of household service and public service, which are omitted from the current study—are clerical work, retail trade, and public housekeeping. Women employed in the offices of the factories, stores, laundries, hotels, and restaurants visited are tabulated with those in insurance, wholesale distributing, and railroad-company offices, and the classification "office workers" represents the clerical occupations and is considered as a separate industry in this report.

The information collected by the field investigators includes the following: The total number of employees in each establishment; the number of learners and the policy in regard to their employment; the earnings of all women employed in 1937, for few or many weeks, by the firms that had such data; and a record of each woman's earnings and the number of hours worked in a pay period regarded by the management as representative of normal operation in the latter part of 1938. The information concerning the women's earnings and hours worked constitutes the major part of the study. When both week's earnings and the hours worked were reported, the earnings have been reduced to an hourly basis by dividing the total earnings of each employee by the number of hours worked in the period.

## MANUFACTURING

Comparatively few women are employed in the manufacturing establishments of Nebraska, and more than two-fifths of the total are centered in Omaha. An attempt was made by the field investigators to visit every factory that was reported to employ a substantial number of women, and data were obtained in factories in Columbus, Crete, Fremont, Hastings, and Grand Island in addition to the larger cities, Lincoln and Omaha.

According to the Census of Manufactures for 1935 there were 1,154 establishments, employing 20,052 workers, in the State. These figures include all industries, and many, such as flour and other grain-mill products and planing-mill products, employ few or no women, so the proportion that would come within the scope of the Women's Bureau survey is much less. On the basis of number of employees, the most important industries reported by the census were meat packing (4,896) and poultry dressing and packing (465); bakeries (1,673); printing and publishing, newspaper and periodical (1,238) and book, music, and job (672); butter (799); and flour and other grain-mill products (663).

TABLE 1.—*Number of manufacturing firms visited and number of men and women they employed, by industry—the State and Omaha*

Industry	State					Omaha				
	Number of establishments	Number of employees				Number of establishments	Number of employees			
		Total	Men	Women			Total	Men	Women	
				Number	Per cent of total				Number	Per cent of total
Total .....	1 47	7, 848	5, 740	2, 108	26. 9	1 36	7, 383	5, 489	1, 894	25. 7
Meat packing .....	5	4, 794	4, 080	714	14. 9	5	4, 794	4, 080	714	14. 9
Eggs, poultry, creameries .....	7	628	<sup>2</sup> 284	344	(?)	3	460	239	221	48. 0
Bakeries .....	6	496	355	141	28. 4	4	435	311	124	28. 5
Crackers and biscuits .....	3	255	138	117	45. 9	3	255	138	117	45. 9
Other food <sup>3</sup> .....	5	508	375	133	26. 2	2	315	233	82	26. 0
Men's clothing <sup>4</sup> .....	7	271	30	241	88. 9	7	271	30	241	88. 9
Paper products .....	4	300	178	122	40. 7	4	300	178	122	40. 7
Miscellaneous <sup>5</sup> .....	11	596	300	296	49. 7	9	553	280	273	49. 4

<sup>1</sup> Details aggregate more than total, as one firm reports in two industries.

<sup>2</sup> Men in three plants not reported.

<sup>3</sup> Includes firms making macaroni and cereals and packaged flour, and a wholesale grocer and coffee-packing firm.

<sup>4</sup> Includes firms making neckwear, cotton clothing, caps, dress shirts, and academic costumes.

<sup>5</sup> Includes printing and publishing, drug manufacturing, drug wholesaling, camping goods, bags, and brushes.

The Women's Bureau survey covered 47 establishments and, with the exception of 3 plants that did not report the number of men, these employed a total of 7,848 workers—5,740 men and 2,108 women. Over three-fifths of the workers were employed in the meat-packing plants, and from 3 to 8 percent each were in other industry groups. Only in the men's-clothing factories were more women than men

employed; in this case nearly nine-tenths of the workers were women. In meat packing, the largest of the industries included, women comprised only one-seventh of the workers, but this group of women in meat packing formed one-third of all women reported. In the other industries from about one-fourth to one-half of the workers were women.

Of the total number of women reported, the largest group (34 percent) were in meat packing, followed by 16 percent in egg, poultry, and creamery plants, 14 percent in the miscellaneous group, and 11 percent in men's-clothing factories. Each of the other classes—bakeries, cracker and biscuit plants, other food products, and paper products—employed approximately 6 percent of the women.

Thirty-six of the 47 plants (including all meat packing, crackers and biscuits, men's clothing, and paper products) were in Omaha. Over nine-tenths (94 percent) of all workers were employed in these plants.

The number of employees in the various factories differed considerably, the plants ranging in size from fewer than 10 to 1,545 workers. All but 1 of the meat-packing plants were larger than those of any other industry; 3 of them employed over 1,200 workers each and 1 had just over 500. No other plant had so many as 300 employees, though 1 egg, poultry, and creamery plant and 1 in "other food" had over 200 but under 225. Two plants, a men's-clothing factory and 1 in the miscellaneous group, employed over 150 workers, and 10 plants, including 2 egg, poultry, and creamery plants, 2 bakeries, 2 cracker and biscuit factories, 1 cereal plant, 2 paper products plants, and 1 in miscellaneous, each had 100 but fewer than 150 workers. Fifteen establishments, 2 egg, poultry, and creamery, 1 bakery, 5 men's clothing, 1 paper products, and 6 miscellaneous, had less than 30 workers.

To show the scope of the survey, men employees and women in office work are included in table 1. In the analysis of wage and hour data, however, men are excluded, as the survey was confined to women's employment conditions. Because of the differences between the wages and hours of office women and those of factory operatives, the 388 women in office work are considered in another section of the report; also, 21 saleswomen employed in 3 bakeries and a miscellaneous manufacturing plant have been transferred to the section of the report that deals with retail stores. Consequently, the number of women with earnings and hours reported, and shown in the following summary, is somewhat less than the figures given in table 1.

Industry	Number of women with earnings reported			Number of women with hours worked reported		
	State	Omaha	Other places	State	Omaha	Other places
Total.....	1,695	1,524	171	1,460	1,377	83
Meat packing.....	554	554	-----	554	554	-----
Eggs, poultry, creameries.....	286	179	107	135	100	35
Bakeries.....	95	82	13	92	80	12
Crackers and biscuits.....	93	93	-----	93	93	-----
Other food.....	94	58	36	92	58	34
Men's clothing.....	228	228	-----	193	193	-----
Paper products.....	88	88	-----	85	85	-----
Miscellaneous.....	257	242	15	216	214	-----

The great majority of women with records reported, nine-tenths, were employed in Omaha; by industry the proportion in Omaha varied from 62 percent in "other food" and 63 percent in eggs, poultry, and creameries, to 86 percent in bakeries, 94 percent in miscellaneous manufacturing, and 100 percent in meat packing, crackers and biscuits, men's clothing, and paper products. Because of this heavy concentration in Omaha, tabulations of the data have been prepared to show that city separately.

The wages and hours reported in the survey were for a pay period in October 1938, or one as near that time as possible. In only eight plants were the records for a period in a month other than October; in one plant the period was in July, in six it was in September, and in one it was in November. In each case where a pay period was longer than a week the earnings and hours have been reduced to a weekly basis in order to show comparable data.

There was no agreement among the firms in regard to policies of employing learners, and both the learners' rate and the learning period varied widely. Concerning the beginning rate of pay, 13 firms either stated that they employed no learners at the time of interview or did not report a definite policy; 6 reported that beginners were paid regular piece rates; and 28 reported a definite rate. Of the group last named, 20 reported hourly rates for beginners, and these ranged from 15 cents to 49 cents; in 6 the rate was 27½ cents or less, and in 9 it was from 30 to 40 cents. Weekly rates, reported by 5 firms, varied from \$7 to \$17; in 3 of these the rate was \$10 to \$12. One other reported a beginning rate of \$40 a month, and 2 reported \$52 a month. The highest rates for learners were in meat packing, bakeries, and crackers and biscuits.

In regard to the length of the learning period, 14 firms reporting had no definite policy and 7 did not employ learners. Of the 24 firms that reported a definite time, the length of the period was 1 week in 1, 2 to 4 weeks in 9, 4 to 8 weeks in 11, 1 to 2 months in 2, and 3 months in 1.

Though the majority of the firms reported on a policy concerning learners, only 7 plants (3 meat packing, 1 men's clothing, 1 "other food," and 2 of the miscellaneous group) actually employed learners at the time of the survey. These reported a total of 20 learners, 15 of whom were in Omaha. Of the group in Omaha, 3 worked 3 hours and were paid \$1.40, and 7 worked 30 to 40 hours and earned from \$6.60 to \$18.60, 4 of them, in meat-packing plants, earning \$13.50 or more. The other 5 in Omaha worked over 40 to 48 hours and had earnings ranging from \$7 to \$17. Four of the 5 in other places worked over 51 hours and had earnings of \$7 and under \$8, and 1 worked 35 hours and earned \$5.25. As the learners formed such a small proportion of the total group they are included in the following analysis.

#### WEEK'S EARNINGS <sup>1</sup>

The actual week's earnings were reported for 1,695 women operatives, including the learners, in the 47 firms. The average week's earnings, regardless of the number of hours worked, amounted to \$14.90, half the women earning more and half earning less than this

<sup>1</sup> For year's earnings see separate section of report, pp. 45 to 51.

TABLE 2.—*Week's earnings of women in manufacturing, by industry*

Industry <sup>1</sup>	Number of women	Average week's earnings <sup>2</sup>	Percent of women who earned—												
			Under \$4	\$4, under \$6	\$6, under \$8	\$8, under \$10	\$10, under \$12	\$12, under \$14	\$14, under \$16	\$16, under \$18	\$18, under \$20	\$20, under \$22	\$22, under \$24	\$24 and over	\$16 and over
Total.....	1,695	\$14.90	3.6	3.8	6.3	6.0	9.9	15.0	13.6	10.3	14.8	6.8	4.8	5.2	42.0
Meat packing.....	554	19.30	2.0	-----	0.2	0.2	1.1	1.1	7.6	13.0	35.9	15.9	11.4	11.8	87.9
Eggs, poultry, creameries.....	286	8.20	13.3	17.1	18.5	15.0	20.3	6.6	5.6	2.4	1.0	-----	-----	-----	3.4
Bakeries.....	95	15.10	2.1	1.1	3.2	5.3	3.2	11.6	<sup>3</sup> 54.8	12.6	-----	2.1	2.1	2.1	19.0
Crackers and biscuits.....	93	13.45	1.1	-----	4.3	11.9	6.4	31.2	12.9	8.6	6.5	3.2	5.4	8.6	32.3
Other food.....	94	14.00	3.2	2.2	5.3	1.1	7.4	30.9	18.1	7.5	17.0	2.1	-----	5.3	31.9
Men's clothing.....	228	12.20	2.2	4.4	16.2	11.8	11.0	29.4	8.8	9.2	1.8	3.1	.9	1.3	16.2
Paper products.....	88	14.50	1.1	-----	2.3	20.5	12.5	33.0	21.6	-----	3.4	3.4	1.1	1.1	30.6
Miscellaneous.....	257	13.00	-----	1.2	1.2	4.2	17.5	31.9	15.9	11.2	7.8	4.3	3.1	1.6	28.0
Omaha.....	1,524	15.55	3.5	2.3	5.0	5.7	8.3	14.5	14.4	11.3	16.4	7.6	5.3	5.8	46.4
Other places.....	171	10.30	4.1	17.5	17.5	8.2	24.0	19.9	5.8	2.4	.6	-----	-----	-----	2.9

<sup>1</sup> All in meat packing, crackers and biscuits, men's clothing, and paper products were in Omaha.  
<sup>2</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.  
<sup>3</sup> 34 percent earned \$15 and under \$16.

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figure. The average for the 1,524 women in Omaha was \$15.55, or 65 cents more than the general average and \$5.25 more than the average for the small group (171) in other places.

The range in earnings was very wide, from less than \$1 to \$35 and under \$40. There was considerable concentration at \$12 and under \$20, with 54 percent of the women in these wage classes. One-fifth of the women had earnings of less than \$10. When hours and earnings were correlated it was found that of 830 women who worked 40 hours or more in the week, 7 percent earned less than \$10, 40 percent earned \$10 and under \$15, and 23 percent earned \$20 or more. Of the 764 women in this group who were employed in Omaha, only 15 percent had earnings of less than \$12 and as many as 24 percent earned at least \$20. Of the 66 women in other places, 36 percent were paid less than \$12 and none earned so much as \$20.

The percent distribution of the women according to their week's earnings, and the average for the group, are given by industry in table 2.

### **Meat packing.**

The wage standards in meat packing were considerably higher than those found in any other industry. The average week's earnings of women in meat packing were \$19.30, and less than 5 percent of the group were paid below \$14. The largest group in any \$2 interval was the 36 percent with earnings of \$18 and under \$20. As many as 39 percent were paid \$20 or more.

Hours worked were reported for all women in this industry, so it was possible to correlate earnings and hours for all. Seven-tenths of the women (397) had a workweek of less than 40 hours. Only 5 percent of this group had earnings below \$12; 12 percent earned \$12 and under \$16; and as many as 23 percent earned \$20 or more. Of the group of 157 who worked 40 hours or more, only 2 earned so little as \$17 and under \$18, and only one-fifth earned less than \$20. Nearly three-tenths earned as much as \$25.

### **Eggs, poultry, and creameries.**

This industry, employing the second largest number of women, had a very low wage scale. The average week's earnings of women were only \$8.20, and as many as 64 percent of the women earned less than \$10; in fact, 30 percent earned less than \$6. Only 9 percent were paid as much as \$14 and none had earnings so high as \$20.

Hours worked were reported for less than half (135) the women. The low earnings of women in the industry probably are due in part to the fact that a smaller proportion than in any other industry but meat packing worked as much as 40 hours, but this does not explain why two-fifths of those who did work 40 or more hours earned less than \$12. The week's earnings of the women for whom hours worked were not reported were considerably lower than the earnings of those whose hours were obtainable. The number of women with hours not reported (151) comprised 53 percent of the total for the industry. Of the 151 women, 30 percent earned less than \$5, 60 percent earned \$5 and under \$10, and only about 10 percent had earnings of \$10 or more.

### **Other industries.**

The remaining industry groups are in an intermediate position, with average week's earnings varying from \$12.20 in men's clothing,

TABLE 3.—*Week's earnings and hours worked, women in manufacturing, by industry*

Industry	Number of women with hours worked reported	Women who worked less than 40 hours					Women who worked 40 hours or more						
		Number	Percent who earned—				Number	Percent who earned—					
			Under \$8	Under \$12	Under \$16	Under \$20		Under \$10	Under \$12	Under \$14	Under \$16	Under \$18	Under \$20
Total.....	1,460	630	10.8	28.6	45.9	85.6	830	7.0	16.6	40.0	57.2	68.6	77.5
Meat packing.....	554	397	3.0	4.8	16.9	77.3	157					1.3	19.7
Eggs, poultry, creameries.....	135	76	30.3	97.4	100.0		59		39.0	64.4	88.1	96.6	100.0
Bakeries.....	92	<sup>1</sup> 28					64	6.3	7.8	12.5	76.6	93.7	93.7
Crackers and biscuits.....	93	<sup>1</sup> 36					57			28.1	47.4	61.4	71.9
Other food.....	92	<sup>1</sup> 15					77	5.2	6.5	41.6	62.3	71.4	90.9
Men's clothing.....	193	<sup>1</sup> 25					168	24.4	36.9	72.0	79.8	92.3	94.0
Paper products.....	85	<sup>1</sup> 28					57		28.1	42.1	66.7	91.2	93.0
Miscellaneous.....	216	<sup>1</sup> 25					191	4.7	14.1	48.7	66.5	80.1	89.5

<sup>1</sup> Earnings groups not computed; base too small.

MANUFACTURING

and \$13 to \$14 in miscellaneous manufacturing, crackers and biscuits, and other food products, to \$14.50 in paper products and \$15.10 in bakeries. However, there were important variations in the distribution by earnings. The largest groups in bakeries (55 percent) and in paper products (33 percent) had earnings of \$14 and under \$16, and as many as 19 percent and 31 percent, respectively, had earnings of \$16 or more. The proportions with earnings in the lower-wage intervals, less than \$10, were 12 percent in bakeries and 3 percent in paper products.

In men's clothing, crackers and biscuits, other food products, and miscellaneous manufacturing the heaviest concentration was at \$12 and under \$14; from 29 to 32 percent were paid such amounts, but substantial proportions, varying from 16 percent in men's clothing to 32 percent in crackers and biscuits and in other food, had earnings of \$16 or more. From 7 percent to 17 percent in miscellaneous manufacturing, other food, and crackers and biscuits, but as large a group as 35 percent in men's clothing, had earnings below \$10.

In these industries the proportions of women working a full week of 40 hours or more who earned as much as \$16 varied from 20 percent in men's clothing to 53 percent in cracker-and-biscuit plants. In crackers and biscuits nearly three-tenths (28 percent) of those who worked 40 hours or more had earnings of at least \$20, but in the other industries only from 6 to 10 percent had such high earnings. None of the women who worked as long as 40 hours in cracker-and-biscuit plants earned less than \$12, but from 7 percent in other food plants and 8 percent in bakeries to 28 percent in paper products and 37 percent in men's clothing earned less than \$12. In fact, practically one-fourth of the women in men's clothing who worked 40 hours or longer were paid less than \$10.

### HOURS OF WORK

The State of Nebraska was relatively early in enacting legislation concerning the maximum number of hours that women should be allowed to work, but has made little progress in more recent years. The first law, enacted in 1899, established maximum hours for women of 10 a day and 60 a week. The legal limit was reduced to 9 hours a day and 54 a week in 1913, and though this law has remained in effect ever since, some recent amendments and a court decision have reduced, in a large measure, the coverage of the law. Cities of less than 5,000 were exempted from the provisions of the law in 1915, and in 1931 the hours in which women were allowed to work were changed from between 6 in the morning and 10 at night to between 6 in the morning and 12:30 at night. The scope of the law was restricted further by a court decision which declared that certain occupations were not covered by the law.

That the present law is not adequate is shown by the following statements contained in a bulletin issued by the Nebraska Workmen's Compensation Court:

As the law now stands, it applies only to cities of more than 5,000 population. \* \* \* if it is harmful for a woman to work long hours at a certain occupation in a city, it is just as harmful for her to work the same hours at the same occupation in a small place.

The Nebraska law is limited not only to cities of over 5,000 population, but also to certain types of employment. The law applies to manufacturing, mechanical, or mercantile establishments, laundries, hotels, restaurants, offices, and public service corporations. This enumeration would seem sufficiently inclusive if it were broadly construed by the courts. However, the only case involving the scope of the law points in the opposite direction. In that case the State Supreme Court held that women employed in the mailing room of a newspaper plant were not employed in a manufacturing or mechanical establishment. The court held that "a newspaper is the product of intellectual effort, not mechanical skill." The Nebraska law needs amending in two essential respects. It should apply to all working women regardless of the size of the city, and to all occupations in which real abuses exist.<sup>2</sup>

Among the various State laws, that of Nebraska does not occupy a favorable position in the limiting of women's hours of work. Twenty-one States and the District of Columbia limit weekly hours in certain manufacturing industries to 48 or less; 11 States, including Nebraska, permit a workweek of 54 hours; and 13 States permit a workweek of more than 54 hours or have not limited weekly hours in factories.

### Scheduled hours.

In actual practice the scheduled hours, or the number of hours that employees are expected to work, are much below the maximum permitted by the law, and no plant visited reported a regular schedule so long as 9 hours a day or 54 a week. The most unfavorable situation in regard to scheduled hours was in the seven egg, poultry, and creamery plants and the three bakeries, which reported that they were operating on irregular schedules with hours varying from day to day and week to week.

A definite work schedule was reported by 37 plants employing 1,360 women, and the vast majority of these, 32 plants with 87 percent of the workers, had an 8-hour daily schedule; 11 percent of the workers had a day of 7 and under 8 hours; and the remaining small percent had one of over 8 but under 9 hours.

There was more variation in scheduled weekly hours, which ranged from 40 to 50 inclusive, but the largest proportion, 14 plants with 68 percent of the 1,360 women, were on a 40-hour schedule. Only 4 "other food" plants, 1 plant in miscellaneous manufacturing, and 1 paper-products plant, together employing only 6 percent of the women, had a weekly schedule of more than 45 hours.

The most favorable hour standards were found in meat packing; 4 of the 5 plants, employing about 97 percent of the women in this industry, were on a schedule of 8 hours a day and 40 hours a week, and the fifth plant was on a 6-day 42-hour schedule. In addition, 4 of the plants guaranteed workers at least 32 hours of work if called in early in the week, and the other guaranteed a full week's pay unless the employee was absent for personal reasons.

### Hours worked.

Due to time lost through personal reasons or slack periods of business, or to overtime resulting from busy periods, it is most unusual for all employees in a plant to work the scheduled hours. On the pay rolls covered, the hours worked were recorded for 1,460 women in 37 plants, or for 86 percent of the women whose week's earnings were reported. They were recorded for all the women in meat-packing and cracker-and-biscuit plants and for all but 2 or 3 in bakeries, other

<sup>2</sup> Nebraska Workmen's Compensation Court. Bull. No. 4. The Administration of Nebraska's Labor Laws, by E. Glenn Callen, 1937, p. 9.

food plants, and paper-products plants. In miscellaneous manufacturing and men's-clothing plants, hours worked were reported for about 84 percent of the women, but in egg, poultry, and creamery plants the proportion was only 47 percent.

Though no plant reported a work schedule of less than 40 hours, the time actually worked was less than 40 hours for two-fifths (43 percent) of the women, nearly one-tenth working less than 32 hours; one-fourth (25 percent) worked 40 hours even; and nearly as many (22 percent) worked 44 hours and over.

TABLE 4.—Hours worked by women in manufacturing, by industry

Industry <sup>1</sup>	Number of women with hours worked reported	Percent of women who worked—							
		Under 32 hours	32, under 40 hours	40 hours	Over 40, under 44 hours	44, under 48 hours	48, under 54 hours	54 hours and over	40 hours and over
Total.....	1,460	8.9	34.2	24.6	10.4	11.1	10.1	0.6	56.8
Meat packing.....	554	9.7	61.9	8.1	6.0	5.7	8.5	-----	28.3
Eggs, poultry, creameries.	135	23.0	33.3	6.7	16.3	6.7	14.1	-----	43.8
Bakeries.....	92	7.6	22.8	2.2	57.6	8.6	1.1	-----	69.5
Crackers and biscuits.....	93	17.2	21.5	1.1	17.2	21.5	21.5	-----	61.4
Other food.....	92	6.5	9.8	6.5	4.3	18.5	53.3	1.1	83.7
Men's clothing.....	193	4.7	8.3	70.5	2.1	14.6	-----	-----	87.2
Paper products.....	85	3.5	29.4	23.5	11.8	12.9	10.6	8.3	67.1
Miscellaneous.....	216	1.9	9.7	64.8	4.6	17.2	1.4	.5	88.5
Omaha.....	1,377	9.0	35.5	25.6	9.8	11.3	8.3	.6	55.6
Other places.....	83	7.2	13.3	7.2	20.5	8.4	42.1	1.2	79.4

<sup>1</sup> All in meat packing, crackers and biscuits, men's clothing, and paper products were in Omaha.

It is apparent from table 4 that the shortest hours of work were in meat-packing plants, where over six-tenths (62 percent) of the women worked 32 and under 40 hours, and only one-seventh worked as long as 44 hours. Women in men's clothing and in the miscellaneous group also had a favorable workweek, as the large majority, 71 percent in the former and 65 percent in the latter, worked 40 hours even.

Over half (53 percent) of the women in paper products worked 32 to 40 hours, but nearly one-fifth worked 48 hours or more.

A relatively long workweek was found in other food plants, where 54 percent of the women worked 48 hours or longer and 23 percent worked over 40 and under 48 hours. The large majority in bakeries, 58 percent, worked over 40 and under 44 hours, but as many as 30 percent worked less than 40 hours.

The unfavorable situation of large groups of women working less than a full week and others working an over-long week was found in cracker-and-biscuit factories and in egg, poultry, and creamery plants. Nearly two-fifths of the women in cracker-and-biscuit plants worked less than 40 hours, though none had a scheduled week shorter than 44 hours; but over two-fifths (43 percent) worked 44 hours or more, half of these working at least 48. Short time was more prevalent in the egg, poultry, and creamery plants, as 23 percent worked less than 32 hours and 33 percent worked 32 and under 40 hours; but even with this large proportion working less than 40 hours, as many as 21 percent worked 44 hours or longer. All these plants reported an irregular schedule.

## HOURLY EARNINGS

Hourly earnings were computed for the 1,460 women for whom hours worked were reported; 1,377 of the women were in Omaha. The average earnings of the whole group were 39 cents, but the range was very wide, from 9 cents to over 80 cents. Because of the various wage standards that existed in the industries, there was very little concentration at any point when all women were considered as a group. The largest proportion in any 5-cent interval was the 21 percent with earnings of 45 and under 50 cents (the great majority at 49 cents), though almost as large a group, 20 percent, had earnings of 30 and under 35 cents. Only a small group, 6 percent, had earnings below 25 cents; at the other extreme of the wage scale, with hourly earnings of 50 cents or more, the proportion was much larger, 21 percent.

Hourly earnings were very much higher in Omaha than in other places. The Omaha average of 40.9 cents was half as large again as the average in other cities (27.4 cents). None of the women in other cities, but as many as 45 percent in Omaha, earned 45 cents or more. Almost two-thirds (65 percent) in other cities had earnings of 25 and under 30 cents, and 13 percent earned less than 25 cents. In Omaha only 6 percent had earnings below 25 cents.

The variation in wage standards in the different industries is even more pronounced in the case of hourly earnings than of week's earnings. In table 5 the superior standards in meat packing are striking. The average hourly earnings of women in meat-packing plants were 49.9 cents, or 12.3 cents above the second highest average, in bakeries, and 22 cents above the lowest average, in egg, poultry, and creamery plants. When meat packing is eliminated from the total of all industries the average hourly earnings decline from 39 cents to 30.9 cents. Practically half the women in meat packing had earnings of 45 and under 50 cents (40 percent earned 49 cents), and only 3 percent were paid less than 45 cents, none below 35. Twelve percent had earnings as high as 60 cents.

There was a heavy concentration of earnings in egg, poultry, and creamery plants, where average earnings were lowest, as the entire group of women had earnings in the range of 25 cents to 41 cents; 93 percent earned 25 and under 35 cents.

In the other industry groups average hourly earnings varied from 30.3 cents to 37.6 cents, being 34.5 cents or more in other food, paper products, and bakeries. The concentration of earnings was very pronounced in bakeries and in cracker-and-biscuit plants. Seventy percent of the women in bakeries earned 35 and under 40 cents, and almost equal numbers had earnings of at least 40 cents and below 35 cents. In cracker-and-biscuit plants 62 percent of the women earned 30 and under 35 cents and the remainder earned 35 cents or more; only 3 percent earned as much as 50 cents.

There was less concentration of earnings in the four other industry groups. The largest proportion in any 5-cent interval in paper products was 28 percent with earnings of 35 and under 40 cents, but 32 percent had earnings below 30 cents. In miscellaneous manufacturing and in men's clothing the largest groups of women, 38 percent and 34 percent, respectively, had earnings of 30 and under 35 cents. Nearly three-tenths (29 percent) in men's clothing were paid less than 25 cents an

TABLE 5.—Hourly earnings of women in manufacturing, by industry

Industry <sup>1</sup>	Number of women	Average hourly earnings <sup>2</sup> (cents)	Percent of women who earned—										
			Under 20 cents	20, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60 cents and over	40 cents and over
Total.....	1,460	39.0	2.9	3.2	11.2	19.7	13.6	7.2	<sup>3</sup> 21.0	11.2	4.9	5.2	49.5
Meat packing.....	554	49.9				0.5	2.0	<sup>4</sup> 49.1	24.7	11.4	12.3	99.5	
Eggs, poultry, creameries.....	135	27.9			<sup>5</sup> 51.9	<sup>6</sup> 40.7	5.2	2.2				2.2	
Bakeries.....	92	37.6	4.3	7.6	2.2	7 69.6	10.9	3.3	2.2			16.4	
Crackers and biscuits.....	93	33.7			<sup>8</sup> 62.4	16.1	11.8	6.5	1.1	1.1	1.1	21.6	
Other food.....	92	34.5	5.4	2.2	27.2	16.3	27.2	10.9	3.3	6.5	1.1	21.8	
Men's clothing.....	193	30.3	17.1	11.4	13.5	34.2	10.9	7.8	2.1	1.6	.5	13.0	
Paper products.....	85	36.4		11.8	20.0	10.6	28.2	20.0	3.5	3.5	1.2	29.4	
Miscellaneous.....	216	32.8	2.3	3.7	8.8	<sup>9</sup> 38.0	18.1	13.0	6.9	5.1	2.3	29.2	
Omaha.....	1,377	40.9	2.8	2.9	8.0	20.1	13.9	7.6	22.2	11.8	5.2	5.5	52.3
Other places.....	83	27.4	6.0	7.2	<sup>10</sup> 65.1	12.0	8.4	1.2				1.2	

<sup>1</sup> All in meat packing, crackers and biscuits, men's clothing, and paper products were in Omaha.

<sup>2</sup> The median or midpoint—half the women earning less, half earning more, than the figure shown.

<sup>3</sup> 15 percent earned 49 cents.

<sup>4</sup> 40 percent earned 49 cents.

<sup>5</sup> 30 percent earned 27½ cents and 22 percent earned 25 cents.

<sup>6</sup> 36 percent earned 30 cents.

<sup>7</sup> 63 percent earned 37 cents.

<sup>8</sup> 33 percent earned 33 cents and 22 percent earned 30 cents.

<sup>9</sup> 32 percent earned 30 cents.

<sup>10</sup> 37 percent earned 27½ cents.

hour. A considerable number in "other food" also had low hourly wages, 35 percent of the women earning below 30 cents.

The wide differences in wage levels are emphasized further by a comparison of the proportions of women who were paid 40 cents or more. Only 2 percent in egg, poultry, and creamery plants, 13 percent in men's clothing, 16 percent in bakeries, and from 20 to 30 percent in cracker-and-biscuit plants, other food, miscellaneous manufacturing, and paper products, earned as much as 40 cents an hour. In meat packing, however, only 3 of the 554 women earned less than 40 cents.

## RETAIL STORES <sup>1</sup>

The Women's Bureau survey, made in the fall of 1938, included women employed in retail trade, one of the major woman-employing industries. Retail stores are extremely important, not only because they employ large numbers of women but because they are in all localities, regardless of size, and in places with no manufacturing establishments they constitute one of the few fields of employment for women.

Though there are many types of retail stores in Nebraska, the most important in the employment of women are department stores, limited-price or variety stores, women's apparel or ready-to-wear stores, and drug stores. This section of the report is based on data obtained in the first three types mentioned, drug stores having been classed with restaurants because the women in such establishments were employed at the lunch counter.

According to the Census of Business for 1935, Nebraska had 58 department stores, with 4,541 employees, 149 limited-price or variety stores, with 1,706 employees, and 192 women's ready-to-wear stores, with 920 employees. Twenty-seven percent of the workers in limited-price stores, 43 percent of those in department stores, and 54 percent of those in ready-to-wear stores were in Omaha.

In the Women's Bureau survey wage and hour data were obtained for a pay period in September or October 1938, in 66 stores with 3,387 employees. In several stores the employees were paid on a monthly or semimonthly basis, but such records have been reduced to a weekly basis. Of the total number of stores, 20 were department stores employing 686 men and 1,519 women, 19 were limited-price stores with 109 men and 694 women, and 27 were ready-to-wear stores with 56 men and 323 women. These figures show that the vast majority of employees in these types of stores are women.

Table 1 gives the number of establishments visited and the number of men and women they employed.

TABLE 1.—*Number of retail stores visited and number of men and women they employed*

Type of store	State			Omaha			Other places		
	Number of establishments	Number of employees		Number of establishments	Number of employees		Number of establishments	Number of employees	
		Men	Women		Men	Women		Men	Women
Total.....	66	<sup>1</sup> 851	2, 536	21	656	1, 650	45	<sup>1</sup> 195	886
Department.....	20	<sup>2</sup> 686	1, 519	4	551	1, 007	16	<sup>2</sup> 135	512
Limited-price.....	19	<sup>2</sup> 109	694	8	57	407	11	<sup>2</sup> 52	287
Ready-to-wear.....	27	56	323	9	48	236	18	8	87

<sup>1</sup> 1 department store and 1 limited-price store did not report number of men.

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

<sup>1</sup> For year's earnings see separate section of report, pp. 45 to 51.

More than two-thirds of the employees were in Omaha, the proportion varying, by type of store, from 58 percent in limited-price stores to 71 percent in department stores and 75 percent in ready-to-wear stores. The other employees were in the following places, arranged according to population: Lincoln, Grand Island, Hastings, North Platte, Fremont, Kearney, Scottsbluff, Columbus, Cozad, Ogallala, and Chappell.

In general the stores were small, particularly so in the case of ready-to-wear stores. Twenty stores, 14 of them ready-to-wear, each employed fewer than 10 workers, and 18, including 10 ready-to-wear, had 10 but fewer than 30 employees. Four department stores (3 were in Omaha) employed as many as 200, the largest nearly 850, and 2 Omaha stores (a department store and a limited-price store) employed 100 but less than 150. This indicates that the larger stores were in Omaha; in fact, of 12 stores that employed 50 or more workers, 10 were in Omaha.

Pay-roll data were secured for 2,175 women, exclusive of office workers. These were classified as regular workers (those working on a full-time schedule) and part-time or extra workers (those who work during rush periods, on Saturdays, or as substitutes). In department stores there were 1,046 regular and 237 part-time women, in limited-price there were 355 regular and 261 part-time women, and in ready-to-wear there were 215 regular and 61 part-time women. Because the two groups have very different conditions, particularly in regard to hours, separate tabulations have been prepared and the data for each group will be considered separately. About two-thirds of the regular and one-half of the part-time workers were in Omaha.

The most important occupation in retail stores is selling, and saleswomen comprised from 74 percent of the regular force in ready-to-wear stores and 79 percent in department stores to over 99 percent in limited-price stores. The other regular employees in ready-to-wear and department stores were in alteration work (19 percent in ready-to-wear stores and 9 percent in department stores) or were bundle and cash girls, wrappers, exchange clerks, elevator operators, and so forth (7 percent in ready-to-wear stores and 12 percent in department stores). More than nine-tenths of the part-time workers were saleswomen.

## REGULAR EMPLOYEES

### Week's earnings.

The average week's earnings of regular women workers varied only from a low of \$13.85 in limited-price stores to \$14.80 in department stores and \$14.90 in ready-to-wear stores. Saleswomen, the largest of the occupational groups, had average earnings somewhat higher than the others in department and ready-to-wear stores, but in limited-price stores, where practically all were saleswomen, the average was the same as for the total.

The week's earnings of women, regardless of the number of hours worked, are shown by type of store in table 2. The earnings of women in Omaha were on a higher level than earnings in other places. The average earnings of women in Omaha exceeded the average of those in other places by 80 cents in department stores, by \$1.70 in limited-price stores, and by \$2.80 in ready-to-wear stores. Lincoln also paid

more than average amounts. When Lincoln is omitted from the group "other places," the average for department stores drops from \$14.15 to \$12.60 and the average for limited-price stores from \$12.30 to \$11.25.

The work of regular employees in retail stores usually is steady, so the number who received earnings of less than \$10 was not large. Only about 5 percent in department and ready-to-wear stores were paid so little. In limited-price stores the proportion was slightly higher, 9 percent—6 percent in Omaha and 14 percent in other places.

TABLE 2.—*Week's earnings of women regular employees in retail stores*

Type of store	Number of women	Average week's earnings <sup>1</sup>	Percent of women who earned—						
			Under \$10	\$10, under \$12	\$12, under \$14	\$14, under \$16	\$16, under \$18	\$18, under \$20	\$20 and over
Department—State.....	1,046	\$14.80	4.7	4.7	11.4	<sup>2</sup> 51.1	11.5	6.6	10.1
Omaha.....	722	14.95	4.0	2.6	2.2	<sup>3</sup> 60.4	12.9	7.1	10.8
Other places.....	324	14.15	6.2	9.3	31.8	30.2	8.3	5.6	8.6
Limited price—State.....	355	13.85	9.0	13.8	29.6	39.7	4.8	2.3	.8
Omaha.....	210	14.00	5.7	3.8	23.8	<sup>4</sup> 59.5	4.8	1.9	.5
Other places.....	145	12.30	13.8	28.3	37.9	11.0	4.8	2.8	1.4
Ready-to-wear—State.....	215	14.90	4.7	9.3	16.7	34.4	16.3	3.7	14.9
Omaha.....	152	15.45	4.6	3.3	6.6	44.1	16.4	4.6	20.4
Other places.....	63	12.65	4.8	23.8	41.3	11.1	15.9	1.6	1.6

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

<sup>2</sup> 35.9 percent earned \$14 and under \$15.

<sup>3</sup> 43.6 percent earned \$14 and under \$15.

<sup>4</sup> 48.6 percent earned \$14 and under \$15.

The large majority of the women in department and ready-to-wear stores in Omaha, 73 and 61 percent, respectively, had earnings of \$14 and under \$18, and 11 and 20 percent, respectively, had earnings as high as \$20.

More than four-fifths (83 percent) of the women in Omaha limited-price stores had earnings of \$12 and under \$16, but in other places the heavy concentration occurred at \$10 and under \$14, two-thirds of the women having such earnings. Less than 1 percent of the women in limited-price stores were paid as much as \$20.

Hours worked were reported for 1,568 women, or 97 percent of the number for whom week's earnings were reported; by type of store the proportion with hours worked reported varied from 87 percent in ready-to-wear stores to 98 percent in department stores and 100 percent in limited-price stores.

In department stores the largest group, 628 women, worked 40 and under 44 hours and their average earnings were \$15, or 20 cents above the general average. The women who worked 44 hours or longer had lower average earnings, these being \$14.55 for the group who worked 44 and under 48 hours and only \$13.20 for those who worked longer than 48 hours. Of 634 women in Omaha who worked 40 hours or more, 32 percent earned \$16 or over, 67 percent earned \$14 and under \$16; in contrast the proportions in other places who had such earnings were respectively 23 percent and 31 percent.

TABLE 3.—*Week's earnings and hours worked, women regular employees in retail stores*

Week's earnings	Women with hours worked reported		Number of women with earnings as specified who worked—					
	Number	Per cent	Under 32 hours	32, under 40 hours	40, under 44 hours	44, under 48 hours	48 hours	Over 48 hours
DEPARTMENT STORES								
Total.....	1,025	100.0	34	40	628	227	9	87
Percent distribution.....	100.0	-----	3.3	3.9	61.3	22.1	0.9	8.5
Average earnings <sup>1</sup> .....	\$14.80	-----	-----	-----	\$15.00	\$14.55	-----	\$13.20
Under \$10.....	48	4.7	32	3	1	7	-----	5
\$10, under \$12.....	49	4.8	1	18	-----	13	2	15
\$12, under \$14.....	119	11.6	1	9	7	64	2	36
\$14, under \$16.....	525	51.2	-----	3	420	84	3	15
\$16, under \$18.....	119	11.6	-----	3	88	21	2	5
\$18, under \$20.....	65	6.3	-----	1	44	15	-----	5
\$20 and over.....	100	9.8	-----	3	68	23	-----	6
LIMITED-PRICE STORES								
Total.....	355	100.0	18	12	83	110	94	38
Percent distribution.....	100.0	-----	5.1	3.4	23.4	31.0	26.5	10.7
Average earnings <sup>1</sup> .....	\$13.85	-----	-----	-----	\$13.80	\$14.35	\$13.90	-----
Under \$10.....	32	9.0	17	2	2	5	-----	6
\$10, under \$12.....	49	13.8	1	7	6	5	22	8
\$12, under \$14.....	105	29.6	-----	2	41	24	26	12
\$14, under \$16.....	141	39.7	-----	-----	30	66	42	3
\$16, under \$18.....	17	4.8	-----	-----	4	6	3	4
\$18, under \$20.....	8	2.3	-----	1	-----	3	-----	4
\$20 and over.....	3	.8	-----	-----	-----	1	1	1
READY-TO-WEAR STORES								
Total.....	188	100.0	3	19	99	8	15	44
Percent distribution.....	100.0	-----	1.6	10.1	52.7	4.3	8.0	23.4
Average earnings <sup>1</sup> .....	\$14.90	-----	-----	-----	\$15.95	-----	-----	-----
Under \$10.....	8	4.3	3	3	-----	-----	-----	2
\$10, under \$12.....	19	10.1	-----	4	-----	1	3	11
\$12, under \$14.....	31	16.5	-----	5	-----	1	8	17
\$14, under \$16.....	65	34.6	-----	3	51	3	2	6
\$16, under \$18.....	33	17.6	-----	4	18	2	2	7
\$18, under \$20.....	7	3.7	-----	-----	5	1	-----	1
\$20 and over.....	25	13.3	-----	-----	25	-----	-----	-----

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown. Not computed where base less than 50.

In limited-price stores average earnings increased from \$13.80 for the women who worked 40 and under 44 hours to \$14.35 for those who worked 44 and under 48 hours, but they decreased to \$13.90 for the group who worked 48 hours even. Nearly two-fifths of the 136 women in other places who worked 40 hours or longer, compared with only 1 percent of the 189 women in Omaha with such hours, were paid less than \$12.

The average week's earnings for the 99 women in ready-to-wear stores who worked 40 and under 44 hours (all in Omaha) were \$15.95, \$1.05 above the general average for all women with hours reported and \$3.25 more than the average of \$12.70 for the 59 women (53 of

them in other places) who worked 48 hours or more. Only 30 percent of the 57 women in other places who worked 40 hours or longer earned as much as \$14, none so much as \$19, but in Omaha 97 percent of 109 women who worked 40 hours or more earned at least \$14, 23 percent earning as much as \$20.

### Scheduled hours of work.

Scheduled weekly hours of work ranged from 42 to over 54, though the large majority of women were on a schedule of over 42 and under 48 hours. The shortest schedules were in ready-to-wear stores, with 66 percent of the women on a schedule of 42 and under 48 hours, and in department stores, where 69 percent of the women had a schedule of over 42 and under 48 hours. Over two-thirds of the women in limited-price stores were on a schedule of over 44 to 48 hours.

Weekly hours were much shorter in Omaha than in other places, and all the department stores, 6 of the 9 ready-to-wear stores, and 3 of the 8 limited-price stores had a schedule of 42 to 44 hours. Five limited-price stores worked 45 to 48 hours. However, 1 ready-to-wear store in Omaha had a schedule of over 54 hours.

In other places the most usual schedule of work was 48 or 49 hours; 10 department stores, 6 limited-price stores, and 13 ready-to-wear stores had such hours. But 2 department stores, 3 limited-price stores, and 2 ready-to-wear stores had schedules of more than 50 hours.

### Hours worked.

Because of the regularity of business hours in retail stores the number of hours actually worked by regular employees corresponds quite closely to the scheduled hours. In department stores about

TABLE 4.—Hours worked by women regular employees in retail stores

Type of store	Number of women with hours worked reported	Percent of women who worked—							
		Under 32 hours	32, under 40 hours	40, under 44 hours	44, under 48 hours	48 hours	Over 48, under 54 hours	54 hours	Over 54 hours
STATE									
Department.....	1,025	3.3	3.9	<sup>1</sup> 61.3	22.1	0.9	8.0	0.4	0.1
Limited-price.....	355	5.1	3.4	23.4	31.0	26.5	9.6	1.1	1.6
Ready-to-wear.....	188	1.6	10.1	<sup>2</sup> 52.7	4.3	8.0	19.7	2.1	
OMAHA									
Department.....	701	4.3	5.3	<sup>3</sup> 59.3	1.1				
Limited-price.....	210	5.2	4.8	36.7	37.1	16.2			
Ready-to-wear.....	128	1.6	13.3	<sup>4</sup> 77.3	3.1			2.3	2.3
OTHER PLACES									
Department.....	324	1.2	0.9	0.6	<sup>5</sup> 67.6	2.8	25.3	1.2	0.3
Limited-price.....	145	4.8	1.4	4.1	22.1	41.4	23.4	2.8	
Ready-to-wear.....	60	1.7	3.3		6.7	25.0	<sup>6</sup> 61.7	1.7	

<sup>1</sup> 59.6 percent worked 43½ hours.

<sup>2</sup> 39.4 percent worked 43½ hours.

<sup>3</sup> 87.2 percent worked 43½ hours.

<sup>4</sup> 57.8 percent worked 43½ hours.

<sup>5</sup> 60.5 percent worked 46 hours.

<sup>6</sup> 55.0 percent worked 49 hours.

one-fourteenth of the women worked less than 40 hours, but six-tenths worked 40 and under 44 hours. That working hours were shorter in Omaha is evidenced by the fact that nearly nine-tenths of the women in Omaha worked 40 and under 44 hours and about one-tenth worked less than 40 hours, in contrast to just over two-thirds in other places who worked 44 and under 48 hours and as many as three-tenths who worked 48 hours or longer.

A comparison of the hours worked in ready-to-wear stores shows that over three-fourths of the Omaha women worked 40 and under 44 hours, but in other places one-fourth worked 48 hours and over six-tenths worked more than 48. The same situation is found in limited-price stores; about three-fourths of the women in Omaha worked 40 and under 48 hours, in contrast to over two-fifths working 48 hours and more than one-fourth exceeding 48 hours in other places.

Considering the women in all three types of stores combined, less than 1 percent of the women in Omaha, but 31 percent of those in other places, actually worked more than 48 hours.

**Hourly earnings.**

On the basis of hourly earnings, the averages in department stores and ready-to-wear stores were practically the same, 33 and 33.3 cents. In limited-price stores the average was 30.5 cents.

Table 5 gives the distribution of women according to their hourly earnings and the average for each of the three types of store.

TABLE 5.—Hourly earnings of women regular employees in retail stores

Hourly earnings (cents)	Percent of women with earnings as specified in—								
	Department stores			Limited-price stores			Ready-to-wear stores		
	State	Omaha	Other places	State	Omaha	Other places	State	Omaha	Other places
Number of women.....	1,025	701	324	355	210	145	188	128	60
Average earnings <sup>1</sup> (cents).....	33.0	34.1	30.7	30.5	31.1	26.0	33.3	35.8	26.1
	<i>Percent of women</i>								
Under 20.....	0.5	-----	1.5	2.0	-----	4.8	1.6	1.6	1.7
20, under 22.....	1.6	-----	4.9	7.6	-----	18.6	6.4	2.3	15.0
22, under 24.....	2.0	-----	6.2	4.2	-----	10.3	5.3	.8	15.0
24, under 26.....	2.3	-----	7.4	6.8	0.5	15.9	5.3	-----	16.7
26, under 28.....	2.6	-----	8.3	10.1	2.4	21.4	7.4	1.6	20.0
28, under 30.....	6.3	-----	20.1	14.1	13.8	14.5	2.7	.8	6.7
30, under 32.....	5.1	0.3	15.4	34.9	56.2	4.1	4.3	3.1	6.7
32, under 34.....	34.8	48.1	6.2	11.3	16.2	4.1	20.2	25.8	8.3
34, under 36.....	14.4	16.8	9.3	3.9	5.7	1.4	12.8	15.6	6.7
36, under 38.....	8.7	9.7	6.5	1.7	1.0	2.8	6.9	8.6	3.3
38, under 40.....	3.3	4.1	1.5	1.7	2.4	.7	5.9	8.6	-----
40, under 45.....	8.1	9.3	5.6	.8	1.4	-----	5.3	7.8	-----
45, under 50.....	4.5	5.6	2.2	.6	.5	.7	5.3	7.8	-----
50, under 55.....	1.6	.9	3.1	.3	-----	.7	3.2	4.7	-----
55, under 60.....	2.2	2.4	1.9	-----	-----	-----	2.1	3.1	-----
60 and over.....	2.0	2.9	-----	-----	-----	-----	5.3	7.8	-----

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

From the table it is evident that average earnings of the women were materially higher in Omaha than in other places, the difference in favor of Omaha being 3.4 cents an hour in department stores, 5.1 cents in limited-price stores, and 9.7 in ready-to-wear stores.

Also, the concentration of hourly earnings was much heavier in Omaha and only about 4 percent of the women had earnings below 30 cents. Sixty-five percent of the women in Omaha department stores and 41 percent of those in ready-to-wear stores had hourly earnings of 32 and under 36 cents, but in limited-price stores the majority, 56 percent, earned 30 and under 32 cents. The proportion with earnings below 30 cents varied from none in department stores to 7 percent in ready-to-wear stores, and to 17 percent in limited-price stores. Women with earnings of 40 cents or more were 31 percent of the total in ready-to-wear stores, 21 percent of the total in department stores, but only 2 percent of all in limited-price stores.

In other places the concentration of earnings was at lower levels, and in each type of store a significant number of the women were paid less than 24 cents an hour; the proportion with such low earnings was 13 percent in department stores, 32 percent in ready-to-wear stores, and 34 percent in limited-price stores. From 48 percent of the women in department stores to 75 percent in ready-to-wear stores and 86 percent in limited-price stores were paid less than 30 cents an hour. Thirteen percent of the women in department stores, but only 1 percent of those in limited-price stores and none in ready-to-wear stores earned 40 cents or more. When the city of Lincoln is excluded from the figures of "other places" the average earnings in department stores decrease from 30.7 cents to 25.9 cents and those in limited-price stores from 26 cents to 22.3 cents.

### PART-TIME WORKERS

Due to the fact that business fluctuates greatly throughout the week in retail stores, with rush periods in the afternoons, on Saturdays, and when special sales are held, it is the custom in most stores to employ extra or part-time workers. Some of these may work only 1 or 2 days each week, others may work a few hours each day, and it is not unusual for a considerable number to be employed for 30 to 40 or more hours a week. In the stores visited the proportion of women who were considered part-time or extra workers varied from 18 percent in department stores and 22 percent in ready-to-wear stores to 42 percent in limited-price stores. The part-time workers comprised a much smaller proportion of the work force in Omaha stores, particularly in department stores, than in those in other places.<sup>2</sup>

#### Hours worked.

The workweek for part-time workers in Nebraska was extremely short, the large majority, 63 percent, working 20 hours or less in the week reported. In fact, from 44 percent of the part-time women in department and limited-price stores to 63 percent of those in ready-to-wear stores worked 9 hours or less, indicating that these large proportions of women had worked for only one full day or for a few hours on 2 or more days in the week. The part-time women who were so fortunate as to secure a week's work—40 hours or more—comprised only 4 percent in ready-to-wear stores but were 14 percent in department stores and 15 percent in limited-price stores.

<sup>2</sup> In this connection, see text on credit students, p. 23.

TABLE 6.—Hours worked in the week by women part-time workers in retail stores

Type of store	Number of women with hours worked reported	Percent of women who worked—									
		Under 7 hours	7, under 8 hours	8, under 9 hours	9 hours	10 hours	Over 10, including 20 hours	Over 20, including 30 hours	Over 30, including 40 hours	Over 40, including 44 hours	Over 44 hours
Department—State.....	177	10.2	16.9	6.2	10.2	2.8	19.8	9.6	11.3	10.7	2.3
Omaha.....	96	11.5	26.0	1.0	-----	2.1	14.6	13.5	10.4	19.8	1.0
Other places.....	81	8.6	6.2	12.3	22.2	3.7	25.9	4.9	12.3	-----	3.7
Limited-price—State.....	261	15.3	8.4	10.3	10.0	1.5	13.0	5.7	22.2	8.4	5.0
Omaha.....	136	16.9	11.7	2.2	8.1	1.5	11.8	5.9	33.8	8.1	-----
Other places.....	125	13.6	4.8	19.2	12.0	1.6	14.4	5.6	9.6	8.8	10.4
Ready-to-wear—State.....	56	23.2	17.9	5.4	16.1	3.6	7.1	10.7	12.5	3.6	-----
Omaha.....	<sup>1</sup> 37	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Other places.....	<sup>1</sup> 19	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

<sup>1</sup> Distribution not computed; base too small.

**Week's earnings.**

With such a large proportion of the part-time women working only a few hours in the week, it was to be expected that they would have very low earnings. This is found to be true by an examination of table 7, which shows that the average week's earnings varied only from \$2.75 in ready-to-wear stores to \$3.35 in department stores and \$3.50 in limited-price stores. Average earnings were considerably higher in Omaha than in other places, the difference being \$1.90 in department stores and \$2.20 in limited-price stores.

Only 16 percent of the part-time women in ready-to-wear stores, 21 percent of those in department stores, and 25 percent of those in limited-price stores earned as much as \$10 in the week reported.

TABLE 7.—Week's earnings of women part-time workers in retail stores

Week's earnings	Percent of women with earnings as specified in—								
	Department stores			Limited-price stores			Ready-to-wear stores		
	State	Omaha	Other places	State	Omaha	Other places	State	Omaha	Other places
Number of women.....	237	111	126	261	136	125	61	<sup>1</sup> 41	<sup>1</sup> 20
Average earnings <sup>2</sup> .....	\$3.35	\$4.80	\$2.90	\$3.50	\$4.85	\$2.65	\$2.75	-----	-----
	<i>Percent of women</i>								
Under \$2.....	14.8	7.2	21.4	32.6	22.1	44.0	19.7	-----	-----
\$2, under \$4.....	41.8	36.9	46.0	21.1	25.5	18.4	44.3	-----	-----
\$4, under \$6.....	9.7	9.0	10.3	8.0	8.0	8.0	8.2	-----	-----
\$6, under \$8.....	9.3	13.5	5.6	4.9	3.7	6.4	8.2	-----	-----
\$8, under \$10.....	3.8	4.5	3.2	4.8	10.3	7.2	3.3	-----	-----
\$10, under \$12.....	7.6	9.9	5.6	14.2	15.5	12.8	8.2	-----	-----
\$12, under \$14.....	5.1	6.3	4.0	10.0	16.1	3.2	4.9	-----	-----
\$14, under \$16.....	7.2	11.7	3.2	.4	.7	-----	1.6	-----	-----
\$16 and over.....	.8	.9	.8	-----	-----	-----	1.6	-----	-----

<sup>1</sup> A verage and distribution not computed; base too small.

<sup>2</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

### Hourly earnings.

An examination of hourly earnings in table 8 indicates that the low earnings of part-time women are due chiefly to their short workweek, as their hourly earnings compare favorably with those of regular workers.

The part-time women in ready-to-wear stores and department stores had practically the same average hourly earnings, 32.3 cents and 32.2 cents, respectively, but for those in limited-price stores the average dropped to 26.8 cents.

Due to the small number of women reported in ready-to-wear stores, average earnings have not been computed for Omaha and other places. In other types of store the Omaha average was considerably higher than that in other places. For the women in department stores the Omaha average was 32.3 cents, or 9.3 cents above the average in other places, and for those in limited-price stores the Omaha average of 30 cents exceeded that in other places by 7.9 cents.

TABLE 8.—Hourly earnings of women part-time workers in retail stores

Hourly earnings (cents)	Percent of women with earnings as specified in—								
	Department stores			Limited-price stores			Ready-to-wear stores		
	State	Omaha	Other places	State	Omaha	Other places	State	Omaha	Other places
Number of women.....	177	96	81	261	136	125	56	137	119
Average earnings <sup>1</sup> (cents).....	32.2	32.3	23.0	26.8	30.0	22.1	32.3	-----	-----
	<i>Percent of women</i>								
Under 20.....	0.6	-----	1.2	1.5	-----	3.2	-----	-----	-----
20, under 21.....	4.5	-----	9.9	21.1	-----	44.0	5.4	-----	-----
21, under 22.....	4.5	-----	9.9	.4	-----	.8	-----	-----	-----
22, under 23.....	4.5	-----	9.9	8.4	2.2	15.2	1.8	-----	-----
23, under 24.....	10.7	-----	23.5	1.1	-----	2.4	-----	-----	-----
24, under 25.....	4.0	-----	8.6	-----	-----	-----	-----	-----	-----
25, under 26.....	11.9	1.0	24.7	14.6	8.1	21.6	17.9	-----	-----
26, under 27.....	-----	-----	-----	3.4	-----	7.2	-----	-----	-----
27, under 28.....	1.7	-----	3.7	15.3	26.5	3.2	5.4	-----	-----
28, under 29.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
29, under 30.....	.6	-----	1.2	7.3	12.5	1.6	1.8	-----	-----
30, under 31.....	.6	-----	1.2	10.7	20.6	-----	1.8	-----	-----
31, under 32.....	1.1	2.1	-----	15.3	29.4	-----	3.6	-----	-----
32, under 33.....	48.6	87.5	2.5	-----	-----	-----	37.5	-----	-----
33, under 34.....	.6	1.0	-----	-----	-----	-----	5.4	-----	-----
34, under 35.....	2.3	4.2	-----	.4	-----	.8	5.4	-----	-----
35, under 40.....	3.4	4.2	2.5	.4	.7	-----	5.4	-----	-----
40 and over.....	.6	-----	1.2	-----	-----	-----	8.9	-----	-----

<sup>1</sup> Average and distribution not computed; base too small.

<sup>2</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

Almost nine-tenths (88 percent) of the women in Omaha department stores had hourly earnings of 32 and under 33 cents, and almost one-tenth earned more. In contrast to this, 57 percent of those in other places had earnings of 23 and under 26 cents and 31 percent earned less than 23 cents.

The difference in hourly earnings of women in limited-price stores was almost as striking. Half of those in Omaha earned 30 and under 32 cents, though more than one-fourth (27 percent) earned 27 and under 28 cents. In other places more than two-fifths (44 percent) earned 20 and under 21 cents, and two-fifths earned 21 and under 26 cents.

## OTHER STORE WORKERS

In addition to the regular and part-time women discussed in the foregoing paragraphs, data were obtained for two small groups for whom it has been necessary to make separate tabulations. Both groups were employed in Omaha.

The first group consisted of 22 regular and 7 part-time saleswomen employed in 5 establishments, comprising 3 bakeries, 1 printing establishment, and the bakery department of a department store. Week's earnings of the 22 regular workers ranged from \$9 to \$27; more than half earned \$15 and under \$18, and more than a fourth earned \$18 or more. Hours worked were reported for 14 of these women; 12 of them worked 44 to 50 hours, 9 of these working 48 hours. Only 2 of the 14 were paid less than 30 cents an hour, 7 earned 31 and under 36 cents, and the others earned 37 and under 55 cents.

For 5 of the 7 part-time women the week's earnings amounted to \$2 and under \$4; for the other 2 they were almost \$10 and \$12.25. Hours worked were 10 or less for 5 women and 28 and 35 for the other 2. Six of the 7 were paid 35 cents an hour and one was paid 40 cents.

The second group consisted of 60 credit students in 14 stores (3 department, 8 limited-price, and 3 ready-to-wear). It has been necessary to consider these students separately because of their different employment status. In cooperation with the superintendent of schools in Omaha, stores may hire students from the technical high school with the understanding that they receive no pay for work done at certain hours of the day, usually from 1 to 3 or 4 o'clock when school is in session. If these students work after 4 o'clock or on Saturdays, they receive pay from the store for such hours. Several employers reported that credit students were regarded more or less as learners and would become regular employees after completing school.

All the 60 credit students worked both free and paid hours in the week reported. Their week's earnings were low, the range being from less than \$1 to \$4.90.

<i>Week's earnings</i>	<i>Percent of students</i>
Total.....	100.0
Under \$1.....	10.0
\$1, under \$2.....	28.3
\$2, under \$3.....	18.3
\$3, under \$4.....	23.3
\$4, under \$5.....	20.0

## LAUNDRIES AND DRY CLEANERS

The United States Census of Manufactures for 1935 reported 55 power laundries employing 1,520 wage earners, and 89 cleaning and dyeing plants with 581 workers, in Nebraska. Establishments that had both laundry and dry-cleaning departments were counted in both classifications, so the total number of establishments was not available; however, the number of wage earners in the two industries totaled 2,101. Half the employees (52 percent) were in Omaha plants.

In the Women's Bureau survey, data were obtained in 23 laundry and dry-cleaning plants in the following cities, arranged here according to population: Omaha, Lincoln, Grand Island, Hastings, North Platte, Fremont, Kearney, Scottsbluff, Columbus, and Central City. Eleven of the plants were laundries, 9 were laundry and dry-cleaning plants combined, and 3 did dry cleaning only. At the time of the survey these plants employed 839 workers, of whom 239 were men and 600 were women. Approximately two-thirds of the employees were in Omaha. The scope of the survey is shown in the following summary.

TABLE 1.—*Number of laundries and dry cleaners visited, and number of men and women they employed*

Locality	Number of establishments	Number of employees			
		Total	Men	Women	
				Number	Percent of total
State.....	23	839	239	600	71.5
Omaha.....	10	553	175	378	68.4
Other places.....	13	286	64	222	77.6

Wage-and-hour data were secured for a pay period in October 1938 in all plants but 1 where it was necessary to take a week in September as more representative of normal operation. In the plants visited women comprised over seven-tenths of the force. Of the 600 women reported, 40 were office workers and will be considered in the office-employment section of the report; the other women were operatives employed as markers, sorters, ironers, pressers, assemblers, folders, wrappers, and so forth, and data relating to these women—348 in Omaha and 212 in other places—form the basis of this report.

At the time of the survey, a very small group (11 women) were learners, including 1 reported as an apprentice; these were employed in 5 plants. Two plants gave the beginning rate as 15 cents an hour, 1 gave 23 cents an hour, 1 \$10 a week, and 1 did not report.

The hourly earnings of learners in other firms varied from 15 to 25 cents, 9 plants paying 20 cents or less. All the plants stated that

there was no definite learning period, but said it probably would be from 2 to 4 weeks, or even as much as 2 or 3 months. As the number of learners was so small they have been included with the regular operatives in the following analysis.

The plants generally were small establishments. Of the 23 visited, more than half employed fewer than 20 workers and just over one-fourth employed 20 and under 50. Only 2 plants had as many as 100 workers; the largest, 179. All but 1 of the plants with 50 or more workers were in Omaha.

### Week's earnings.<sup>1</sup>

The average week's earnings of all women, regardless of the number of hours worked, were \$10.65; one-half the women had earnings below and one-half had earnings above this amount. The average was \$11.45 for the women in Omaha and \$9.35 for those in other places.

There was little concentration of week's earnings at any point in the wage scale, though 45 percent of the women earned \$8 and under \$12. In Omaha most of the remainder—41 percent of the total—had earnings of \$12 and over; in other places the opposite was true, the large group—40 percent—having earnings below \$8 and 1 in every 6 women earning less than \$6.

TABLE 2.—*Week's earnings of women in laundries and dry cleaners, by locality*

Week's earnings	Percent of women with earnings as specified in—		
	State	Omaha	Other places
Number of women.....	560	348	212
Average earnings <sup>1</sup> .....	\$10.65	\$11.45	\$9.35
	<i>Percent of women</i>		
Under \$4.....	3.1	0.9	6.6
\$4, under \$6.....	5.5	2.9	9.9
\$6, under \$8.....	14.8	9.5	23.6
\$8, under \$10.....	17.7	17.5	17.9
\$10, under \$12.....	27.2	27.8	26.0
\$12, under \$14.....	13.6	17.5	7.1
\$14, under \$16.....	12.7	17.0	5.6
\$16, under \$18.....	2.6	3.4	1.4
\$18, under \$20.....	1.6	2.0	.9
\$20 and over.....	1.3	1.4	.9

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

Hours worked were reported for all but three of the women for whom week's earnings were reported. When earnings are correlated with hours worked, the average increased from \$6.45 for the women who worked under 32 hours to \$14.15 for those who worked 48 hours or more. The largest group, 167 women, worked 32 and under 40 hours, and their average earnings were \$9.45, or \$1.15 below the general average. Though relatively few (one-tenth) of the 293 women who worked a week of 40 hours or more had earnings of less than \$10, it is interesting to note that the average of the group who worked 40 and under 44 hours was only \$10.75.

<sup>1</sup> For year's earnings see separate section of report, pp. 45 to 51.

TABLE 3.—*Week's earnings and hours worked, women in laundries and dry cleaners*

Week's earnings	Women with hours worked reported		Number of women with earnings as specified who worked—				
	Number	Percent	Under 32 hours	32, under 40 hours	40, under 44 hours	44, under 48 hours	48 hours and over
Total.....	557	100.0	97	167	88	140	65
Percent distribution.....	100.0	-----	17.4	30.0	15.8	25.1	11.7
Average earnings <sup>1</sup> .....	\$10.60	-----	\$6.45	\$9.45	\$11.00	\$12.40	\$14.15
Under \$4.....	17	3.1	17	-----	-----	-----	-----
\$4, under \$6.....	31	5.6	28	3	-----	-----	-----
\$6, under \$8.....	83	14.9	40	40	-----	-----	-----
\$8, under \$10.....	99	17.8	10	63	15	6	5
\$10, under \$12.....	152	27.3	2	38	53	56	2
\$12, under \$14.....	76	13.6	-----	9	8	36	23
\$14, under \$16.....	71	12.7	-----	13	9	29	20
\$16, under \$18.....	14	2.5	-----	1	1	6	6
\$18, under \$20.....	9	1.6	-----	-----	-----	6	3
\$20 and over.....	5	.9	-----	-----	-----	-----	5

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

### Hours worked.

Because of the irregularity of laundry business, practically all the laundries reported that they had no regular schedule of working hours and that the hours worked by the employees varied from day to day and week to week.

However, all the plants kept hour records, and it was possible to obtain the number of hours worked in the pay period for approximately all the women. Almost half of the women (47 percent) worked less than 40 hours and just over two-fifths worked 40 and under 48 hours. The workweek was longer in Omaha than elsewhere; 54 percent of the women in other places, but only 44 percent of those in Omaha, worked less than 40 hours, 26 percent in other places working less than 32 hours. Only 24 percent in other places, compared to 45 percent in Omaha, worked 44 hours or more.

Locality	Number of women with hours worked reported	Percent of women who worked—					
		Under 32 hours	32, under 40 hours	40, under 44 hours	44, under 48 hours	48, under 54 hours	54 hours and over
State.....	557	17.4	30.0	15.8	25.1	10.1	1.7
Omaha.....	346	12.1	31.5	11.5	31.8	11.6	1.4
Other places.....	211	26.1	27.5	22.7	14.2	7.6	1.8

### Hourly earnings.

Table 4 shows the details in regard to hourly earnings of women in laundries and dry-cleaning plants. The average hourly earnings of the 557 women amounted to 25 cents, with 29 percent of the total earning 24 and under 26 cents. Twenty-five percent earned 30 cents or more, and 6 percent earned less than 20 cents.

Both in Omaha and in other places the concentration was heaviest at 24 and under 26 cents, earned by 27 percent of the women in Omaha and 32 percent of those in other places. At the levels above this, however, Omaha women had the advantage, with 25 percent

earning 26 and under 30 cents and 34 percent earning 30 cents and over, the corresponding figures for other places being 13 percent and 10 percent. Average hourly earnings were 27 cents in Omaha and 25 cents in other places.

TABLE 4.—*Hourly earnings of women in laundries and dry cleaners*

Hourly earnings (cents)	Percent of women with earnings as specified in—		
	State	Omaha	Other places
Number of women.....	557	346	211
Average earnings <sup>1</sup> (cents).....	25.0	27.0	25.0
	<i>Percent of women</i>		
Under 16.....	0.9	1.2	0.5
16, under 18.....	3.1	1.2	6.2
18, under 20.....	2.1	2.3	1.8
20, under 22.....	7.2	3.5	13.3
22, under 24.....	12.0	5.2	23.2
24, under 26.....	29.3	27.4	32.2
26, under 28.....	11.6	13.6	8.5
28, under 30.....	8.6	11.2	4.3
30, under 35.....	15.4	20.5	7.1
35, under 40.....	7.2	10.1	2.4
40 and over.....	2.5	3.8	.5

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

### Institutional laundries.

Wage data were obtained also for 13 women employed in two institutional laundries—one hotel and one store laundry.

The week's earnings of the 13 women ranged from \$7 to about \$15; 5 of them earned less than \$10 and 5 earned \$12 or more. The number of hours worked in the week was reported for only 4 women, all of whom worked 48 hours. The hourly earnings of the 4 women averaged 29.2 cents.

## HOTELS AND RESTAURANTS

The Women's Bureau survey of wages and hours of women in Nebraska industries, made in the late months of 1938, covered hotels and restaurants, as these are of major importance in the employment of women. Establishments were visited in 10 cities and towns,<sup>1</sup> and the group is representative of a large cross-section.

According to the latest available census reports, the 1935 Census of Business, there were 364 hotels, with 2,821 employees, and 1,453 restaurants, cafeterias, and lunchrooms or counters, with 3,953 employees, in Nebraska. On the basis of these figures the establishments generally were small, the average number of employees being about 8 in hotels and only about 3 in the restaurant group. Approximately 45 percent of the hotel employees reported for the State were in the city of Omaha.

In the Women's Bureau survey, data were obtained from 62 establishments and, with the exception of men in one store restaurant that failed to report their number, these employed 1,614 workers. Twenty-four of the firms, with 893 workers, were hotels; 15 firms, with 382 workers, were restaurants operated in connection with stores; and 23 firms, with 339 workers, were restaurants operated as separate establishments. Fifteen of the hotels also operated restaurant departments, and the number of women workers reported here (data for men not secured by department), and included in the 893 for hotels as a whole, was 216.

The size of these establishments, according to number of employees, ranged from 3 to 189, but only 2, a hotel and a store restaurant, employed as many as 100. Ten of the 24 hotels, 10 of the 15 store restaurants, and 17 of the 23 other restaurants each employed fewer than 20 workers, and only 6 hotels, 2 store restaurants, and 1 other restaurant had as many as 50.

One-half of the establishments, with 918 employees, were in Omaha. By type of establishment the proportions of workers that were in Omaha were as follows: 13 hotels with 457 workers, or 51 percent of the hotel total; 9 store restaurants with 245 workers, or 64 percent; and 9 other restaurants with 216 workers, also 64 percent of that total. Table 1 shows the scope of the study.

Women comprised the larger part of the work force, especially in restaurants. A small number of women, 45 in lodging departments and 5 in kitchen departments, were Negroes. These are included in the earnings and hours tabulations because too few were reported to show separately.

The pay rolls copied were for a pay period in October 1938 in all but two firms; in these the pay periods were in September and December, respectively. As this study relates only to women's employment, wage data for men were not obtained. The information re-

<sup>1</sup> Central City, Columbus, Fremont, Grand Island, Hastings, Kearney, Lincoln, North Platte, Omaha, and Scottsbluff.

TABLE 1.—Number of hotels and restaurants visited and number of men and women they employed

Type of establishment	Number of establishments	Number of employees			
		Total	Men <sup>1</sup>	Women	
				Number	Percent of total
STATE					
Total.....	62	1,614	587	1,027	(1)
Hotels.....	24	893	419	474	53.1
Store restaurants <sup>1</sup> .....	15	382	59	323	(1)
Other restaurants.....	23	339	109	230	67.8
OMAHA					
Total.....	31	918	337	581	63.3
Hotels.....	13	457	220	237	51.9
Store restaurants.....	9	245	56	189	77.1
Other restaurants.....	9	216	61	155	71.8
OTHER PLACES					
Total.....	31	696	250	446	(1)
Hotels.....	11	436	199	237	54.4
Store restaurants <sup>1</sup> .....	6	137	3	134	(1)
Other restaurants.....	14	123	48	75	61.0

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

corded includes week's earnings; supplements to cash earnings, such as meals, lodging, or tips; the number of hours worked in the period; and the length of split or broken shifts.

### Week's earnings.<sup>2</sup>

In hotels and restaurants employees generally have their cash wages supplemented by meals, and some have lodging also, but the practice varies widely. Because of the many variations in charging for meals and lodging and also because the cash equivalent of such supplements was not reported, their money value is not included in the earnings figures shown here. However, to indicate the extent of the practice of furnishing meals to employees and the degree to which this practice affects the cash wages paid, tabulations have been prepared for employees receiving and those not receiving meals. Tips also have been excluded from the earnings figures, as the amounts received as tips were not reported. The earnings figures given in this report are, therefore, the net cash earnings paid to the employees in the pay period taken.

Earnings data were reported for 1,025 women; 474 were in hotels, 323 in store restaurants, and 228 in other restaurants. Of the women in hotels, 258 were in lodging departments, 167 in dining-room departments, and 49 in kitchen departments. All the kitchen workers and all but 12 of the dining-room workers received some addition to

<sup>2</sup> For year's earnings see separate section of report, pp. 45 to 51.

their cash earnings, but only 30 women in lodging departments had any wage supplements.

In store restaurants 250 women, or 77 percent of the total, were dining-room workers and 73 were in kitchen departments. Only one-fourth of the entire group (52 dining-room and 31 kitchen workers) received meals. Of the 228 women in other restaurants, 166 were employed in dining rooms and 62 were in kitchens, and the large majority of both groups—143 dining-room and 60 kitchen workers—were given meals.

The average cash earnings, without considering number of hours worked during the week, were \$8.80 in hotels, \$9.55 in store restaurants, and \$8.90 in other restaurants, but, as shown in table 2, women's earnings varied widely according to department in which employed and also according to whether or not they had additions to cash earnings. The extremes of the average cash earnings of women who received additions (chiefly meals) were the \$12.35 averaged by kitchen workers in other restaurants and the \$6.35 and \$6.25, respectively, averaged by store and hotel dining-room workers. The women employed in hotel kitchens and who received wage supplements averaged \$3.25 less than those in other restaurant kitchens, or \$9.10; and the hotel dining-room workers averaged \$6.25, or 10 cents less than those in store-restaurant dining rooms and \$1.20 less than those in other-restaurant dining rooms. In each type of establishment the average cash earnings of kitchen workers exceeded those of women in the dining rooms, presumably because of the custom of paying a lower wage where tips may be expected.

Earnings were somewhat higher for women who did not receive meals or lodging than for those who did, but average earnings could be computed in only a few cases because of the small numbers. The workers in hotel lodging departments who did not receive additions, more than 200 in number, averaged \$9.60; in store restaurants the 198 dining-room workers and 42 kitchen workers who were not given meals averaged respectively \$9.35 and \$12.60, the latter the highest average of any group.

In practically all departments more than half the women had earnings below \$10. Considering first the women who received wage supplements, 66 percent in hotel dining rooms earned \$4 and under \$8; 44 percent in store-restaurant dining rooms earned less than \$4 (though a large proportion, 29 percent, had earnings of \$14 and over); and nearly three-fifths (56 percent) in other restaurant dining rooms earned \$4 and under \$10.

There was less concentration of earnings among women in kitchen departments who received additions. The most usual earnings in hotel kitchens, reported for 45 percent of the group, were \$6 and under \$10, and the next, 24 percent, were \$10 and under \$14. Women in other-restaurant kitchens had somewhat higher earnings; 48 percent earned \$10 and under \$16 and only 20 percent earned \$6 and under \$10.

Almost nine-tenths of the women in hotel lodging departments had no additions to their cash earnings; of these the largest group (42 percent) had earnings of \$8 and under \$10, and the next group (24 percent) earned \$10 and under \$12.

TABLE 2.—*Week's earnings of women in hotels and restaurants, by whether or not given wage supplements*

Service department <sup>1</sup>	Number of women	Average cash earnings <sup>2</sup>	Percent of women who earned—									
			Under \$4	\$4, under \$6	\$6, under \$8	\$8, under \$10	\$10, under \$12	\$12, under \$14	\$14, under \$16	\$16, under \$18	\$18, under \$20	\$20, and over
<i>All women with earnings reported</i>												
Hotels—Total.....	474	\$8.80	8.9	16.7	15.4	28.7	16.4	5.9	3.2	2.5	0.8	1.5
Store restaurants—Total.....	323	9.55	12.9	15.5	8.4	20.2	9.0	13.9	14.5	1.8	.6	3.1
Other restaurants—Total.....	228	8.90	13.6	9.2	19.7	14.0	11.8	14.5	9.6	3.1	2.2	2.2
<i>Women with wage additions (meals, lodging, or both)</i>												
Hotels—Total.....	234	\$6.80	7.2	25.7	26.0	17.5	9.4	5.6	3.4	2.6	1.3	1.3
Dining room.....	155	6.25	7.7	36.8	29.7	11.0	7.7	3.2	3.2	.6	-----	-----
Kitchen.....	49	9.10	8.2	6.1	20.4	24.5	12.2	12.2	2.0	6.1	2.0	6.1
Store restaurants—Total.....	83	9.65	28.9	2.4	12.0	8.4	12.0	2.4	21.7	2.4	2.4	7.2
Dining room.....	52	6.35	44.2	3.8	7.7	5.8	9.6	-----	21.2	1.9	-----	5.8
Other restaurants—Total.....	203	8.40	14.3	10.3	21.7	14.3	12.8	10.8	7.4	3.5	2.5	2.5
Dining room.....	143	7.45	16.1	13.3	26.6	16.1	11.9	7.7	4.2	2.1	-----	2.1
Kitchen.....	60	12.35	10.0	3.4	10.0	10.0	15.0	18.3	15.0	6.7	8.3	3.3
<i>Women with no wage additions</i>												
Hotels—Total.....	240	\$9.50	10.4	7.9	5.0	39.6	23.4	6.3	2.9	2.5	0.4	1.7
Lodging.....	228	9.60	8.8	6.1	4.8	41.7	24.1	6.6	3.1	2.6	.4	1.8
Store restaurants—Total.....	240	9.55	7.5	20.0	7.1	24.2	7.9	17.9	12.1	1.7	-----	1.7
Dining room.....	198	9.35	8.5	23.8	6.5	24.7	8.0	16.2	9.6	1.0	-----	1.5
Kitchen.....	42	12.60	2.4	2.4	9.5	21.4	7.1	26.2	23.8	4.8	-----	2.4

<sup>1</sup> Service departments with fewer than 40 employees are included in total but not shown separately.

<sup>2</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

There was a wider distribution of the earnings of women in store restaurants who did not receive additions. Of those in dining-room work, 32 percent earned less than \$6, but 25 percent earned \$8 and under \$10 and 16 percent earned \$12 and under \$14. In kitchen departments 50 percent of the women earned \$12 and under \$16 and 21 percent earned \$8 and under \$10.

Relatively few of all the women reported earned as much as \$16 in the week recorded, the proportions with such earnings varying only from 5 percent in hotels and 6 percent in store restaurants to 8 percent in other restaurants.

Where a sufficient number of women were reported, a comparison of earnings of those employed in Omaha with those in other places reveals that earnings were substantially higher in Omaha. Among women in Omaha who received wage supplements, the average cash earnings were higher than those in other communities by \$2.85 in hotels (\$1.15 in dining-room departments) and \$3.15 in other restaurants (65 cents in dining-room departments).

Among those who did not receive additions, hotel women in Omaha averaged 60 cents more than those in other places and store-restaurant women averaged \$4.30 more. The lowest average earnings in any service department were the \$5.10 of women in the dining rooms of store restaurants in other places than Omaha, and the highest average was the \$13.40 of kitchen workers of other restaurants in Omaha.

The summary following shows for Omaha and other places the average earnings of women in each service department in which 40 or more women were reported.

Service department	Women receiving additions to wages				Women not receiving additions to wages			
	Omaha		Other places		Omaha		Other places	
	Number of women	Average cash earnings <sup>1</sup>	Number of women	Average cash earnings <sup>1</sup>	Number of women	Average cash earnings <sup>1</sup>	Number of women	Average cash earnings <sup>1</sup>
Hotels—Total.....	87	\$9.30	147	\$6.45	150	\$9.65	90	\$9.05
Lodging.....	5		25		139	9.75	89	9.10
Dining room.....	64	7.00	91	5.85	11		1	
Kitchen.....	18		31					
Store restaurants—Total.....	49	11.65	34		140	10.15	100	5.85
Dining room.....	34		18		121	9.90	77	5.10
Kitchen.....	15		16		19		23	
Other restaurants—Total.....	128	10.60	75	7.45	25			
Dining room.....	78	8.00	65	7.35	23			
Kitchen.....	50	13.40	10		2			

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown. Not computed where base less than 40.

The differences in the women's earnings are even more striking when a comparison is made of the proportions of women earning certain amounts in Omaha and in other places. In each type of establishment the proportion of women with earnings in the low-wage intervals was larger, usually much larger, in other places than in Omaha, and a much greater proportion of women in Omaha than

in other places had earnings at the higher wage levels. The figures are as follows:

Type of establishment	Percent of women who earned—			
	Under \$6	Under \$8	\$12 and over	\$14 and over
Omaha:				
Hotels.....	21.1	30.0	18.5	10.9
Store restaurants.....	17.6	21.9	42.9	26.5
Other restaurants.....	22.3	33.4	45.9	25.6
Other places:				
Hotels.....	30.0	51.9	9.2	4.9
Store restaurants.....	43.9	58.1	21.5	11.1
Other restaurants.....	24.0	61.3	2.7	-----

### Tips.

In the dining-room departments of hotels and restaurants most of the workers, and practically all the waiters and waitresses, serve the public directly and are in a position to receive tips. These gratuities are an uncertain source of income, as they vary in different classes of establishments and from day to day in the same establishment. Nevertheless, employers generally expect tips to form a proportion, often the greater proportion, of the week's wages. The amount of the tips received by the women covered in the survey was not reported, but an indication of the importance of tips in the minds of employers is gained by a comparison of the cash wages paid by employers to dining-room workers who were expected to receive tips and those paid to workers said not to receive tips.

TABLE 3.—*Week's cash earnings of women receiving tips and of those not receiving tips in hotel and restaurant dining rooms*

Week's cash earnings	Percent of women in dining rooms with earnings as specified					
	Hotels		Store restaurants		Other restaurants	
	Receiving tips	Not receiving tips	Receiving tips	Not receiving tips	Receiving tips	Not receiving tips
Number of women.....	127	40	47	203	101	65
Average earnings <sup>1</sup> .....	\$5.45	\$10.25	\$4.80	\$9.80	\$7.35	\$12.25
			<i>Percent of women</i>			
Under \$4.....	13.4	-----	19.7	-----	5.9	29.2
\$4, under \$6.....	45.7	10.0	89.3	3.4	18.8	-----
\$6, under \$8.....	35.4	5.0	6.4	6.9	34.7	6.2
\$8, under \$10.....	3.1	32.5	4.3	24.6	24.8	1.5
\$10, under \$12.....	2.4	25.0	-----	10.3	12.9	7.7
\$12, under \$14.....	-----	12.5	-----	15.8	3.0	27.7
\$14, under \$16.....	-----	12.5	-----	14.8	-----	18.5
\$16, under \$18.....	-----	2.5	-----	1.5	-----	4.6
\$18, under \$20.....	-----	-----	-----	3.0	-----	-----
\$20 and over.....	-----	-----	-----	-----	-----	4.6

<sup>1</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

The proportions of women in dining rooms who were reported to receive tips varied from only 19 percent in store restaurants to 61 percent in other restaurants and to 76 percent in hotels. The average cash earnings of women who received tips were \$4.80 in store res-

restaurants, \$5.45 in hotel restaurants, and \$7.35 in other restaurants; but for those who did not receive tips the respective averages were \$9.80, \$10.25, and \$12.25; in other words, average cash earnings of women who did not receive tips exceeded the cash earnings of those who did receive tips by \$4.80 in hotel restaurants, \$4.90 in other restaurants, and \$5 in store restaurants.

No one in Omaha store restaurants received tips, but in the case of hotel and other restaurants it appears that tips were depended on as a form of wage to a greater extent in Omaha than in other places. In Omaha the women in hotels who received tips had average cash earnings of \$5, compared to \$5.55 for such women in other cities; and in other restaurants the women in Omaha who received tips averaged \$6.85, compared to \$7.60 in other cities.

From table 3 it is apparent that the large majority of women who had cash earnings of less than \$10 were expected to receive tips. No woman in store restaurants who received tips had cash earnings so high as \$10, and only 2 percent of those receiving tips in hotels and 16 percent in other restaurants had cash earnings of \$10 or more, none so high as \$14. Of the women who did not receive tips, the proportion with earnings of \$10 and over was 45 percent in store restaurants, 53 percent in hotel restaurants, and 63 percent in other restaurants.

### Hours of work.

As the demands for hotel and restaurant service cover all hours of the day and night, with rush periods occurring at various intervals throughout the day, the hours of work show a great deal of variation. Some employees, particularly in lodging departments, are required to work on all 7 days of the week, and others work very long hours but not on every day. In restaurants the increase in business at meal times requires the employment of extra workers for such periods, though a small force is adequate for the hours between. As a result, many employees work for these meal periods and have time off, without pay, between meals, thus having an over-all of 12 to 14 or more hours though actually working only 8 or 9. Other workers may be employed for only one meal period. Further, it is not unusual for one person to have two or three different shifts of hours, long and short days alternating, in one week.

Because of this irregularity of working hours, the actual condition in regard to working time is shown by the use of "employee-days." These are obtained by multiplying each daily work shift, of whatever duration, by the number of times such shift was worked by any employee in the week covered. As a rule the number of employee-days for the week is  $5\frac{1}{2}$  or 6 times the number of workers, though in hotel lodging departments, where the 7-day week is not unusual, the number of employee-days may be not far from 7 times the number of workers.

Many women in the study had one or two periods of free time between work periods, as already described, so employee-days have been tabulated according to the spread of hours, that is, the number of hours from beginning to end of the workday. Table 4 shows how greatly the day's spread of hours may exceed the number of hours actually worked. In hotel lodging departments, for example, only

24 percent of the women worked more than 8 hours a day, but the women whose over-all from beginning to end of the day was more than 8 hours were 61 percent of the total; only 7 percent of all worked 9 or 10 hours (none worked more than 10), but 35 percent had a spread of 9 to 14 or more hours between beginning and ending work.

Store restaurants, as would be expected, had the fewest women working long hours. About 22 percent worked 8 or more hours (19 percent, 8 hours) but 47 percent had a spread of 8 or more hours, though none reached 14. In the store restaurants, one-half of the employee-days had 7 to 8 hours of actual work and on nearly as large a proportion (44 percent) the spread was 8 to 9 hours, indicating a break of an hour for lunch. Apparently some of the workers had a short shift, probably employed for only one meal period a day, as on 32 percent of the employee-days the spread was less than 6 hours.

TABLE 4.—Hours of work and spread of hours of women in hotels and restaurants

Hours	Hotel lodg- ing depart- ments	Hotel resta- urant depart- ments	Store resta- urants	Other resta- urants
Number of women.....	198	150	191	192
Number of employee-days.....	1,306	966	1,075	1,190
<i>Percent of employee-days with hours of work as specified</i>				
5 and under.....	4.9	3.4	19.3	13.5
Over 5, under 6.....	7.2	.7	18.5	2.2
6.....	6.4	7.1	.4	4.5
Over 6, under 7.....	1.5	2.4	9.6	2.5
7.....	7.5	8.9	6.0	14.6
Over 7, under 8.....	26.3	9.7	24.7	7.3
8.....	22.4	35.3	19.2	29.6
Over 8, under 9.....	16.6	13.6	-----	22.4
9 and over <sup>1</sup> .....	7.3	18.8	2.3	3.3
<i>Percent of employee-days with spread of hours as specified</i>				
Under 7.....	18.9	5.6	43.3	10.4
7.....	2.5	2.9	3.9	3.8
Over 7, under 8.....	1.1	.6	5.7	1.3
8.....	16.5	10.0	24.6	11.5
Over 8, under 9.....	26.3	5.4	12.6	16.8
9.....	21.2	15.5	7.1	11.2
Over 9, under 10.....	1.8	3.3	1.1	14.3
10, under 12.....	2.2	15.3	1.4	10.3
12, under 14.....	3.2	34.9	.5	18.6
14 and over.....	6.3	6.5	-----	1.8

<sup>1</sup> The longest reported was 10 hours in hotel lodging departments and in other restaurants, and 11 hours in hotel restaurants and store restaurants.

<sup>2</sup> 31.5 percent under 6 hours.

## BEAUTY PARLORS

Beauty parlors are, for the most part, small establishments and many of them have no paid employees. Figures for Nebraska reported by the United States Census of Business for 1935 show that in that year there were 996 beauty parlors, with 1,014 active proprietors and only 576 employees, indicating that a considerable number of establishments were operated solely by the proprietors. The Women's Bureau survey covered 22 establishments employing 147 workers—22 men and 125 women. Establishments in which the proprietors were the only operators were not covered by the Bureau's survey.

On the basis of number of employees, the size of the beauty parlors ranged from 1 employee to 46, though 15 of the total employed fewer than 5 workers and 6 employed 5 and under 20.

Six of the shops, with 100 employees, were operated as departments or concessions in stores. Four of the store beauty parlors with 75 workers, and 5 independent shops with 20 workers, were in Omaha; the remainder were in the following places: Lincoln, Grand Island, Hastings, North Platte, Fremont, Kearney, and Columbus.

TABLE 1.—Number of beauty parlors visited and number of men and women they employed

Type of establishment	State			Number of establishments	Omaha			Number of establishments	Other places			
	Number of employees				Number of employees				Number of employees			
	Total	Men	Women		Total	Men	Women		Total	Men	Women	
Total...	22	147	22	125	9	95	20	75	13	52	2	50
Store.....	6	100	19	81	4	75	17	58	2	<sup>1</sup> 25	2	23
Independent..	16	47	3	44	5	20	3	17	11	27	-----	<sup>2</sup> 27

<sup>1</sup> Number of men not reported by 1 firm.

<sup>2</sup> Includes 5 apprentices.

The records obtained in the shops visited cover a pay period in October 1938. The period was 1 week where it was possible to obtain such a record, and in shops that paid on a monthly or semimonthly basis the amounts have been reduced to a weekly basis. In 7 shops, employing 20 women (including 4 apprentices who received no wages), the method of pay was a straight time rate; in all others the women were paid on a commission basis, though in a few shops they were guaranteed a certain amount.

Of the 125 women reported, data for 15 have been omitted from the wage discussion; 10 were clerical workers and will be considered in

the section of the report dealing with office workers, and 5 were apprentices not on a wage basis. According to a State regulation, women desiring to become beauty operators must acquire 1,000 hours of professional training in a 6-month training period and then pass a State examination.

The great majority of the women (104) were regular operators—hair dressers, manicurists, shampooers, and so forth; the others include 5 Negro maids and a learner. The learner had completed the apprenticeship requirement and passed the State examination, but was not yet paid on the same basis as the other operators in the shop.

### Hours of work.

Hour records were very inadequate in the beauty shops visited. Only 14 of the 22 shops, employing 65 women, reported a definite daily and weekly schedule of hours; only 7 firms, with 20 employees, were able to furnish records of the number of hours the women actually worked in the pay period.

Approximately two-thirds of the 65 women with scheduled hours reported had a day of 7 to 8 hours; the others had a schedule of over 8 to 9 hours.

There was a wider variation in the weekly hours, the range being from 43 to 54 hours. The largest groups of women were scheduled to work 49½ hours (26 percent), 48 hours (20 percent), 45 hours (19 percent), and 46½ hours (15 percent). In general, the independent beauty parlors had a longer work schedule than those in stores.

A record of hours actually worked during the pay period was available for only 20 women, too small a sample for the computation of hourly earnings.

### Week's earnings.<sup>1</sup>

The week's earnings, regardless of the number of hours worked, were reported for 110 women—67 in Omaha and 43 in other places. The average earnings of all women amounted to \$15.45. The women in Omaha had average earnings of \$15.80, or 35 cents above the general average, and \$1.30 above the average earnings of the women in other places (\$14.50).

Store beauty parlors paid somewhat higher wages than the independent shops, as average week's earnings in store shops were \$16.80, or \$1.35 above the general average.

Considering all women as a group, the range of their week's earnings was very wide, from less than \$5 to \$32. There was little concentration at any point in the wage scale, the largest group in any 1-dollar interval being the 13 percent with earnings of \$15 and under \$16. On the basis of larger intervals, the most common earnings were \$10 and under \$20, earned by 55 percent of the women.

A comparison of earnings of women in Omaha with those in other places shows that wages in Omaha were better. The majority in both groups, 54 percent of the women in Omaha and 58 percent of those in other places, earned \$10 and under \$20, but 31 percent of the Omaha women in contrast to only 19 percent of those elsewhere had earnings of \$20 or more.

<sup>1</sup> For year's earnings see separate section of report, pp. 45 to 51.

TABLE 2.—*Week's earnings of women in beauty parlors*

Week's earnings	Percent of women <sup>1</sup> with earnings as specified in—				
	State		Omaha		Other places
	Total	Store beauty shops	Total	Store beauty shops	Total
Number of women .....	110	74	67	53	43
Average earnings <sup>2</sup> .....	\$15.45	\$16.80	\$15.80	\$16.70	\$14.50
	<i>Percent of women</i>				
Under \$10 .....	18.2	12.2	14.9	13.2	23.3
\$10, under \$15 .....	26.4	21.6	25.4	18.9	28.0
\$15, under \$20 .....	29.1	32.4	28.4	32.1	30.2
\$20, under \$25 .....	11.8	16.2	16.5	18.9	4.6
\$25, under \$30 .....	11.8	14.9	11.9	13.2	11.6
\$30 and over .....	2.7	2.7	3.0	3.8	2.3
	<i>Cumulative percents</i>				
Under \$8 .....	8.1	9.5	9.0	9.4	7.0
Under \$10 .....	18.1	12.2	15.0	13.2	23.3
Under \$12 .....	30.9	20.3	25.5	20.8	39.6
Under \$14 .....	40.0	29.7	34.5	28.3	49.0
Under \$16 .....	57.2	44.6	52.4	43.4	65.3
Under \$18 .....	65.5	55.4	64.2	58.5	67.6
\$18 and over .....	34.5	44.6	35.8	41.5	32.4
\$20 and over .....	26.2	33.8	31.4	35.8	18.5
\$22 and over .....	18.1	23.0	19.4	22.6	16.2
\$24 and over .....	16.3	20.3	17.9	20.8	13.9

<sup>1</sup> Computed only for groups of 40 or more women.

<sup>2</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

### Wage supplements.

Due to the nature of the work in beauty parlors, where the operators give personal service to the customers, they are in a position to receive tips. Though tips may form a substantial part of an employee's earnings, they are an extremely uncertain source of income and fluctuate from day to day and vary by establishment. Of the 22 firms surveyed in Nebraska, 2 made no report on tips and 18 stated that they amounted to little or nothing. In 1 shop tips were estimated to average about \$1 a week; in another, a "very high-class shop," they were estimated to amount to \$2.50 to \$4.50 for manicurists, and from nothing to \$14, with an average of \$1.25 a day, for beauty operators.

### Uniforms.

In all but 1 of the 21 shops reporting on this, employees were required to wear uniforms while on duty, and in each case the cost of furnishing and laundering them was borne by the employees.

The most usual practice was that the employees bought 3 or 4 uniforms and laundered them themselves. In 18 shops the cost of uniforms was reported to be from \$1 to \$3. In these shops the women usually changed uniforms 3 times a week. When the uniforms were sent out to laundries, the most common charge was 20 cents each, or 60 cents a week. In 1 shop the employees were required to change uniforms daily; the cost of the uniforms was reported to be \$3 or \$4, and because of the frequent change it was necessary for the women to buy 5 or 6. Weekly laundry charges amounted to \$1.20. In another shop the women rented uniforms at 25 cents each, or 75 cents a week as they changed every other day. These figures indicate that the cost of buying and laundering uniforms is an important item of expense to the beauty-parlor employee.

## OFFICE EMPLOYMENT

In the Women's Bureau study of women's employment in Nebraska, pay-roll data were obtained not only for the office employees in each establishment scheduled, that is, the factories, stores, laundries, and so forth discussed in earlier sections of this report, but for several banks and insurance firms, a railroad office, a public utility, a newspaper, and a wholesale drug firm. Generally, women comprise a very large proportion of the workers in offices, so information covering these employees was requested in order to show the wage and hour conditions in clerical work.

The large majority of the clerical employees reported were called office workers, or general office workers; they comprised the employees in offices where specific occupations were not reported and those who performed several types of work. In offices where the occupations of the employees were reported, certain occupations were found in practically all types of office and others were confined to offices of particular types. Office women reported in beauty parlors, for example, were employed as appointment clerks.

An incomplete list of the occupations found in many kinds of offices includes secretaries, stenographers, typists, file clerks, time clerks, pay clerks, bookkeepers, ledger clerks, statistical clerks, machine operators (comptometer, calculating, multigraph, and so forth), and others. Telephone operators, included with office workers, were found in all types of offices. Samples of occupations reported in only one or two types of offices are demonstrators, work-order clerks, order checkers, rate clerks, billing clerks, mail clerks, freight-claim clerks, tracer clerks, and others in factories; advertising clerks (copy writers), unit-control clerks, clerks sorting, correcting, and filing price tickets, adjustment clerks, mail-order-department clerks, collection clerks, and others in stores; tellers, trust-department clerks, loan-department clerks, transit clerks, safety-box clerks and tenders, analysis clerks, and others in banks. The other offices scheduled (insurance, railroad, public utility, and so forth) also reported many occupations, but the titles listed are sufficient to indicate the wide coverage of the survey.

TABLE 1.—*Number of offices visited and number of women they employed*

Industry	Number of offices visited	Number of women		
		State	Omaha	Other places
Total.....	118	1,706	1,498	208
Manufacturing.....	44	426	383	43
Stores:				
Department.....	15	212	150	62
Ready-to-wear.....	9	41	37	4
Limited-price.....	17	37	20	17
Laundries and dry cleaners.....	14	40	30	10
Beauty parlors.....	7	10	8	2
Banks.....	4	112	81	31
Insurance firms.....	4	296	267	39
Miscellaneous firms <sup>1</sup> .....	4	532	532	-----

<sup>1</sup> Includes 1 newspaper, 1 public utility, 1 railroad office, and 1 wholesale drug firm.

In all, a total of 118 offices were scheduled and pay-roll data covering 1,706 women were obtained.

Almost nine-tenths (88 percent) of all the women were employed in 77 offices in Omaha; by industry the proportion varied from 54 percent of those in limited-price stores to 90 percent of those in factories and ready-to-wear stores and to 100 percent in the miscellaneous group of offices.

The amount of the week's earnings in the pay period taken was recorded for all the women, but the number of hours worked could be secured for only about one-fourth; in other words, the earnings records covered 1,706 women in 118 offices, but the hours-worked records covered only 434 women in 69 offices. Hour records were not available in the banks, insurance offices, or miscellaneous offices, nor in the small group of beauty parlors. Hourly earnings, computed by dividing the week's earnings of each employee by the number of hours she worked, obviously are confined to the 434 women for whom hours worked were reported.

### Week's earnings.<sup>1</sup>

There was little similarity in the wage levels in the various types of offices, and average week's earnings,<sup>2</sup> computed for groups of 40 or more women, varied from \$15.10 in ready-to-wear stores to \$29.20 in the miscellaneous offices. Banks ranked second highest, with average earnings of \$23.05; insurance offices third, with \$20.25; and factory offices followed, with average earnings of \$20.05. Office workers in department stores and laundries and dry cleaners had relatively low average earnings, \$15.70 and \$15.85.

The details of the earnings of the office women reported are given in table 2. These show that the most pronounced concentration of earnings was at \$10 and under \$20, and that few of the women doing office work in stores and in laundries and dry cleaners earned so much as \$25. Nearly four-fifths (78 percent) in stores and not far from two-thirds (63 percent) in laundries and dry cleaners earned \$10 and under \$20, but only 18 percent in stores, in contrast to 28 percent in the laundry group, earned \$20 and more. In banks, factories, and insurance offices from 65 to 71 percent earned \$15 and under \$25; and 34, 20, and 24 percent, respectively, had earnings of \$25 and over.

In the miscellaneous offices, where the largest number of women were reported, over two-fifths (43 percent) had earnings of \$30 and over and nearly one-third (31 percent) earned \$25 and under \$30. Of the 228 with earnings of at least \$30, two-fifths earned \$34 or more.

Unpublished data show that one-half of the small group (10) of the appointment clerks in beauty parlors were paid earnings of \$20 or more.

<sup>1</sup> For year's earnings see separate section of report, pp. 45 to 51.

<sup>2</sup> The average used throughout this report is the median or midpoint of earnings—half the women earning more, half earning less, than the figure shown.

TABLE 2.—*Week's earnings of women in office employment*

Week's earnings	Percent of office women with earnings as specified in—							
	Stores			Facto- ries	Laun- dries and dry cleaners	Banks	Insur- ance offices	Miscel- laneous offices <sup>1</sup>
	Total	Depart- ment	Ready- to-wear					
Number of women .....	<sup>2</sup> 290	212	41	426	40	112	296	532
Average earnings <sup>3</sup> .....	\$15.75	\$15.70	\$15.10	\$20.05	\$15.85	\$23.05	\$20.25	\$29.20
	<i>Percent of women</i>							
Under \$5 .....	0.7		4.9	0.7	2.5			1.7
\$5, under \$10 .....	3.4	2.8	7.3	2.3	7.5			2.3
\$10, under \$15 .....	34.5	36.3	36.6	8.2	27.5	0.9	5.1	1.5
\$15, under \$20 .....	43.1	42.9	36.6	38.3	35.0	27.7	41.1	11.7
\$20, under \$25 .....	9.0	8.5	4.9	30.1	17.5	37.5	29.8	8.8
\$25, under \$30 .....	5.2	5.7		12.6	2.5	20.5	16.0	31.2
\$30 and over .....	4.1	3.8	9.8	7.7	7.5	13.4	8.0	42.9
	<i>Cumulative percents</i>							
Under \$14 .....	13.9	12.2	24.4	8.1	30.0	.9	5.1	5.2
Under \$16 .....	53.9	55.1	61.0	17.8	52.5	1.8	8.1	7.5
Under \$18 .....	72.2	72.5	80.5	34.5	67.5	10.8	22.3	11.3
Under \$20 .....	81.9	81.9	85.4	49.5	72.5	28.6	46.2	17.3
Under \$22 .....	86.4	86.7	87.8	66.7	87.5	49.1	62.5	22.0
Under \$24 .....	89.5	89.6	90.2	76.5	90.0	63.4	75.7	24.6
\$24 and over .....	10.5	10.4	9.8	23.5	10.0	36.6	24.3	75.4
\$26 and over .....	7.4	7.0	9.8	14.2	7.5	25.2	14.5	72.1
\$28 and over .....	4.7	4.7	9.8	9.8	7.5	16.2	8.7	63.3
\$30 and over .....	4.1	3.7	9.8	7.7	7.5	13.5	8.0	42.9
\$32 and over .....	2.4	2.8	2.4	6.3	2.5	6.3	5.6	29.5
\$34 and over .....	1.7	1.9	2.4	5.3		3.6	2.9	17.1

<sup>1</sup> Includes 1 newspaper, 1 public utility, 1 railroad office, and 1 wholesale drug firm.

<sup>2</sup> Includes 37 women in limited-price stores, not shown separately.

<sup>3</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

### Hours worked.

The hours worked in the current week were reported for only 434 women in 69 firms—40 stores (275 women), 16 factories (130 women), and 13 laundries and dry cleaners (29 women). The largest proportion of women, 33 percent, worked over 40 and under 44 hours, and the next largest group, 20 percent, 40 hours even. However, a substantial proportion, 18 percent, worked 48 hours or longer. In factories only 2 percent worked as long as 48 hours, but in stores as many as 21 percent had such a long workweek. The largest group in factories, 66 percent, worked 40 hours; and in stores 51 percent worked over 40 and under 44 hours. That the work of office employees usually is steadier than that of industrial workers is indicated by the extremely small proportion of women, 5 percent, who worked less than 40 hours.

The women in offices in Omaha had a more favorable workweek than those in offices in other places. The large majority of women in Omaha, 68 percent, worked 40 and under 44 hours and only 10 percent worked as long as 48 hours. In the other places, however, as many as 47 percent worked 48 hours or longer and 45 percent worked 44 and under 48 hours.

TABLE 3.—Hours worked by women in office employment

Industry	Number of women with hours worked reported <sup>1</sup>	Percent of women who worked—								
		Under 32 hours	32, under 40 hours	40 hours	Over 40, under 44 hours	44 hours	Over 44, under 48 hours	48 hours	Over 48, under 54 hours	54 hours and over
STATE										
Total.....	434	3.2	1.8	20.0	33.2	8.1	15.7	7.6	7.1	3.2
Stores—Total.....	275	3.6	2.2	0.4	51.3	5.1	16.4	7.6	9.5	4.0
Department.....	197	3.0	3.0	-----	56.9	7.1	19.3	-----	10.2	5
Ready-to-wear.....	41	7.3	-----	-----	61.0	-----	-----	4.9	2.4	24.4
Manufacturing.....	130	2.3	1.6	66.2	-----	16.2	11.5	-----	2.3	-----
OMAHA										
Total.....	337	2.4	2.4	25.5	42.7	10.1	7.4	4.2	1.5	3.9
Stores—Total.....	192	2.6	3.1	-----	73.4	6.8	4.2	-----	-----	5.2
Department.....	135	1.5	4.4	-----	83.0	9.6	1.5	4.7	-----	-----
Manufacturing.....	125	2.4	1.6	68.8	-----	16.8	8.0	-----	2.4	-----
OTHER PLACES										
Total.....	97	6.2	-----	1.0	-----	1.0	44.3	19.6	26.8	1.0
Stores—Total.....	83	6.0	-----	1.2	-----	1.2	44.6	14.5	31.3	1.2
Department.....	62	6.5	-----	-----	-----	1.6	58.1	-----	32.3	1.6

<sup>1</sup> Industries with less than 40 employees reported are not shown separately, but are included in totals.

### Hourly earnings.

Hourly earnings were computed for the 434 women for whom hours worked were reported by dividing the week's earnings by the number of hours worked for each woman separately. As shown in table 4, office women in factories had the highest average earnings, 47.7 cents, and the small group in ready-to-wear stores the lowest, 32.7 cents. Department-store women averaged 34.9 cents. Average hourly earnings were not computed for other groups with hours worked reported because the base was too small.

In stores the heaviest concentration of women when grouped according to hourly earnings fell in the intervals of 30 and under 40 cents, 62 percent of the women in department stores and 49 percent of those in ready-to-wear stores having such earnings. In ready-to-wear stores, however, a large proportion, 22 percent, had earnings of less than 25 cents. In factories the most common earnings, received by 59 percent of the office workers, were 40 and under 55 cents, and as many as 18 percent earned 60 cents and over.

In Omaha the majority of the store workers, 68 percent, had hourly earnings of 30 and under 40 cents, and in factories the most usual earnings, paid to 60 percent of the women, were 40 and under 55 cents.

Very few of the women in Omaha offices (only 7 percent) had earnings of less than 30 cents. In contrast, in other places 31 percent of the women earned under 30 cents and 27 percent earned 30 and under 35 cents.

TABLE 4.—Hourly earnings of women in office employment

Industry	Number of women with hourly earnings reported <sup>1</sup>	Average hourly earnings <sup>2</sup> (cents)	Percent of women who earned—								
			Under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60 cents and over
STATE											
Total.....	434	37.2	4.4	7.6	28.6	15.0	11.8	9.4	9.2	4.1	9.9
Stores—Total.....	275	34.8	5.1	8.4	38.9	19.3	10.9	3.7	4.4	3.6	5.8
Department.....	197	34.9	2.0	7.1	41.6	20.3	10.7	4.1	3.6	5.1	5.6
Ready-to-wear.....	41	32.7	22.0	7.3	36.6	12.2	9.8	-----	2.4	-----	9.8
Manufacturing.....	130	47.7	-----	2.3	4.7	9.3	14.6	23.1	21.6	6.2	18.4
OMAHA											
Total.....	337	38.0	3.0	3.6	29.1	16.3	10.7	11.0	11.0	3.9	11.6
Stores—Total.....	192	34.9	4.2	2.1	44.8	22.9	8.3	3.1	5.2	2.6	6.8
Department.....	135	35.5	-----	-----	48.9	24.4	8.1	4.4	4.4	3.7	5.9
Manufacturing.....	125	48.2	-----	1.6	4.0	8.8	14.4	24.0	21.6	6.4	19.2
OTHER PLACES											
Total.....	97	34.2	9.3	21.6	26.8	10.3	15.5	4.1	3.1	5.2	4.1
Stores—Total.....	83	34.3	7.2	22.9	25.3	10.8	16.9	4.8	2.4	6.0	3.6
Department.....	62	34.5	6.5	22.6	25.9	11.2	16.1	3.2	1.6	8.1	4.8

<sup>1</sup> Industries with less than 40 employees reported are not shown separately, but are included in totals.

<sup>2</sup> The median or midpoint—half the women earning more, half earning less, than the figure shown.

The earnings of women industrial workers in factories, stores, and laundries and dry cleaners have been shown in earlier sections of this report, and it is interesting to note that with one exception—hourly earnings in ready-to-wear stores—office workers had higher earnings in each industry. In factories the office workers had average hourly earnings of 47.7 cents and week's earnings of \$20.05, compared to 39 cents and \$14.90 for industrial workers. In department stores the differences were less, the average week's earnings being \$15.70 for office workers and \$14.80 for other workers, and the average hourly earnings respectively 34.9 cents and 33 cents. Office workers had slightly higher week's earnings than other workers in ready-to-wear stores, \$15.10 compared to \$14.90, but their hourly earnings were a trifle lower, 32.7 cents compared to 33.3 cents. In laundries the average week's earnings amounted to \$15.85 for office workers and \$10.65 for operatives.

## YEAR'S EARNINGS OF WOMEN IN 1937

The data given in earlier sections of this report relate to a 1-week pay period, but to give a more complete picture of women's employment in Nebraska the Women's Bureau requested also pay-roll data for a full year. Though some firms could not furnish complete or adequate records for the entire period, the agents were able to secure data in 104 establishments. Total earnings in the year were reported for 7,201 women, including those with the firm only a few weeks as well as those who worked practically all year. Data were not so complete for weeks worked as for amounts earned, but records of weeks worked in 1937 were available for 5,713 women, or four-fifths of all with year's earnings reported. In beauty parlors weeks worked were reported for only 29 percent of the women, but in the other industries they were reported for from 60 percent to 100 percent of all, the coverage being complete in limited-price stores, laundries, and store restaurants.

The largest group of women with 1937 records, 32 percent of all, were reported by 38 factories, and almost as many, 31 percent, by 8 department stores. Ten percent of the total were office workers in the establishments scheduled, 7 percent were in hotels, and each of the other industries had from 2 to 5 percent of the total.

Only about one-half of the firms supplying a year's data, but not far from nine-tenths of the women, were in Omaha. All in limited-price stores and laundries were in places outside of Omaha, but in the other industries from 71 to 94 percent of the women were in that city.

The extent of the reporting of year's earnings is shown in table 1 following. Records were available in some firms in each of the industries covered by the survey.

TABLE 1.—Number of establishments supplying records for the year 1937 and number of women with earnings and with weeks worked reported, by industry

Industry	Number of establishments	Number of women with—	
		Year's earnings reported	Weeks worked reported
Total	<sup>1</sup> 104	7,201	5,713
Manufacturing	38	2,329	1,612
Stores	25	2,831	2,578
Department	8	2,259	2,135
Limited-price	3	181	181
Ready-to-wear	14	391	262
Laundries	7	114	114
Beauty shops	8	109	32
Hotels	10	522	325
Lodging department	-----	202	120
Restaurant department	-----	320	205
Store restaurants	3	201	<sup>2</sup> 281
Other restaurants	12	352	<sup>3</sup> 317
Office work	67	743	454

<sup>1</sup> Details aggregate more than total because many firms are in two classes, due chiefly to the separation of their office work. <sup>2</sup> Includes 80 who received meals but no cash earnings. <sup>3</sup> Includes 1 who received meals but no cash earnings.

### Year's earnings of all women.

In earlier sections of the report it has been seen how greatly week's earnings varied among the women, but table 2 shows that variation was very much greater over a longer period. The amount of short-time employment was very great: As may be seen from table 3, to be discussed later, 22 percent of all women reported for 1937 were with the firm less than 4 weeks. Without taking time worked into consideration, the total earnings reported for individual women on the firms' books in 1937 varied from less than \$25 to more than \$2,500. Office workers had the highest earnings; their average was \$792, equivalent, on the basis of 52 weeks, to a little over \$15 a week. Nearly three-tenths of the office workers earned \$1,000 or more, but a substantial proportion, just over one-fifth, had earnings of less than \$100.

The large group of women in factories had average earnings of only \$244, but the amounts varied greatly by industry. Meat packing paid relatively high wages. The average year's earnings of women in this industry were \$747, ranking second only to office work; as many as 22 percent earned \$1,000 or more, but 26 percent earned less than \$200. The year's earnings were very low in plants producing other food products, the average being only \$128; over three-fifths of the women had earnings of less than \$200 and only about one-tenth earned as much as \$600. Women in clothing factories averaged \$246.50; the largest group, 34 percent, earned less than \$100 and only a relatively few women, 8 percent, earned \$600 or more.

Total earnings in stores also were very low, influenced by weekly part time as well as by the few weeks of employment. The average varied from \$91.50 in department stores to \$115.50 in ready-to-wear stores. From 62 percent of the women in ready-to-wear stores to 74 percent of those in limited-price stores had earnings of less than \$300. At the other extreme of the wage scale, with earnings of \$800 or more, were only 7 percent of the women in limited-price stores and 11 percent in department and in ready-to-wear stores.

Laundry workers had somewhat better total earnings than store employees, as their average was \$212.50. One-fourth of the group earned \$500 or over, none so much as \$1,000, but one-third had earnings of less than \$100.

Because of the practice of furnishing meals to many workers in hotels and restaurants, earnings in these industries have been tabulated separately for women whose amounts as reported included, and those whose amounts did not include, the value of meals. The earnings in these establishments generally were very low; average earnings for the various groups ranged from only \$17.50 to \$375. The women in store restaurants who did not receive meals or whose earnings did not include the value of meals had the highest average, \$375, but as many as two-fifths of these earned less than \$200; only 13 percent of the group earned as much as \$600 and none earned so much as \$800. The women in other restaurants whose earnings as reported included the value of meals averaged \$197; 12 percent of the group earned \$800 and over and 23 percent earned \$400 and under \$800. In all other cases two-thirds or more of the women had earnings of less than \$200, and 80 women in store restaurants and 1 in other restaurants were given meals but were paid no cash wages.

The details of the total earnings of all women reported as with the firms in 1937 are given in this table.

TABLE 2.—Year's earnings of women in 1937, by industry

Industry	Number of women with year's earnings reported <sup>1</sup>	Average year's earnings <sup>2</sup>	Percent of women who earned—							
			Under \$100	\$100 under \$200	\$200 under \$400	\$400 under \$600	\$600 under \$800	\$800 under \$1,000	\$1,000 under \$1,200	\$1,200 and over
All industries—Total.....	7,201	\$176.50	42.0	9.8	11.4	10.6	12.0	7.6	3.7	2.8
Manufacturing—Total.....	2,329	244.00	33.5	12.7	16.5	16.1	9.2	7.4	3.7	0.9
Food products.....	1,604	183.50	37.6	14.2	15.0	10.5	8.0	8.4	5.0	1.3
Meat packing.....	417	747.00	20.1	6.0	11.0	7.2	7.9	25.6	18.3	3.8
Other food.....	1,187	128.00	43.7	17.0	16.5	11.8	7.9	2.4	.4	.4
Clothing.....	336	246.50	34.2	11.9	19.6	26.8	4.8	2.1	.6	.....
Stores—Total.....	2,831	94.00	51.1	8.5	7.8	6.0	16.1	6.3	2.2	1.8
Department.....	2,259	91.50	51.5	8.1	7.2	5.6	17.0	6.6	2.3	1.7
Limited-price.....	181	92.00	53.0	11.0	16.5	7.8	5.0	6.1	.6	.....
Ready-to-wear.....	391	115.50	47.8	9.7	7.2	7.7	16.3	5.1	3.0	3.1
Laundries.....	114	212.50	33.3	15.8	12.2	34.2	2.7	1.8	.....	.....
Beauty shops.....	109	469.00	19.3	14.7	13.8	14.7	13.8	10.1	4.6	9.2
Hotels—Total.....	522	39.50	64.0	7.1	12.6	7.1	6.5	1.7	.6	.4
Lodging department.....	188	17.50	68.1	9.0	13.3	7.4	1.6	.5	.....	.....
Restaurant department <sup>3</sup> .....	309	46.00	63.4	5.8	11.7	7.1	7.8	2.6	.9	.6
Store restaurants—Total.....	201	104.00	49.8	8.5	8.0	16.9	15.9	1.0	.....	.....
Value of meals included.....	121	51.00	63.6	6.6	4.9	5.0	18.1	1.7	.....	.....
Value of meals not included, or no meals.....	80	375.00	28.8	11.3	12.5	35.0	12.5	.....	.....	.....
Other restaurants—Total.....	352	138.50	44.3	11.4	15.1	10.2	11.6	5.1	1.4	.9
Value of meals included.....	217	197.00	37.8	12.4	15.3	9.7	12.9	8.3	2.3	1.4
Value of meals not included, or no meals.....	135	67.50	54.8	9.6	14.8	11.1	9.6	.....	.....	.....
Office work.....	743	792.00	20.5	5.7	7.4	7.4	9.6	20.2	13.6	15.7

<sup>1</sup> Some totals exceed details because of the inclusion of groups too small to be shown separately.

<sup>2</sup> The average used is the median or midpoint of earnings. <sup>3</sup> Value of meals is included in earnings.

From table 2 it is apparent that the proportion of women who had year's earnings with reporting establishments of less than \$400 (equivalent to less than \$35 a month) was extremely large. Only in office work and in meat-packing plants had one-half or more of the women total earnings equivalent to \$50 monthly, and only in these two and in beauty parlors had as many as one-fifth total earnings that would equal \$75 a month.

### Time worked and year's earnings.

The number of weeks worked in 1937 was reported for 5,713 women, or 79 percent of the total with year's earnings reported. The details in regard to weeks worked are given in table 3, and examination of this table makes clear that the low earnings previously discussed are due in large measure to the small amount of work the women had in these establishments through the year. Considering 48 weeks or more as a full year, only in office work were the majority of the women employed so long, and in only two other classes—meat-packing plants and a store-restaurant group—were as many as two-fifths employed 48 or more weeks. In fact, excepting office work and meat packing there was no group in which half the women had work with the firm reporting for 36 weeks in the year.

Department stores, hotels, and store restaurants had very unfavorable conditions, as the majority of their workers, from 51 to 64 per cent, were employed less than 12 weeks. Conditions were particularly hard for a small group (80 women) in store restaurants who were furnished meals but were not paid any cash wage; all these were employed less than 24 weeks. In office work and meat packing, somewhat over one-fifth of the women had less than 12 weeks' work, but in all other classes from just under three-tenths to over two-fifths of the women had so little employment.

TABLE 3.—Number of weeks women worked in 1937, by industry

Industry	Number of women with weeks worked reported <sup>1</sup>	Percent of women who worked—					
		Under 4 weeks	4, under 12 weeks	12, under 24 weeks	24, under 36 weeks	36, under 48 weeks	48 to 52 weeks
All industries—Total	5,713	21.7	19.0	11.6	8.0	9.1	30.5
Manufacturing—Total	1,612	13.7	13.2	13.3	11.3	14.9	33.5
Food products	941	14.6	14.8	14.1	8.3	10.6	37.8
Meat packing	401	12.7	10.7	12.1	8.9	13.7	41.7
Other food	540	15.9	17.8	15.6	7.6	8.3	34.8
Clothing	324	16.7	13.6	13.0	15.1	32.1	9.6
Stores—Total	2,578	26.5	23.1	10.0	6.3	6.8	27.1
Department	2,135	27.1	23.8	9.7	5.9	6.2	27.2
Limited-price	181	23.2	17.1	15.4	12.7	9.4	22.1
Ready-to-wear	262	23.7	21.4	9.6	5.0	10.7	29.8
Laundries	114	12.3	17.6	18.4	9.7	7.9	34.2
Hotels—Total	325	41.8	20.3	10.5	7.1	6.2	14.2
Lodging department	106	25.5	28.3	17.9	8.5	8.4	11.3
Restaurant department <sup>2</sup>	205	52.2	17.1	5.9	6.3	4.9	13.7
Store restaurants—Total	281	23.8	26.7	15.7	6.8	4.6	22.4
Value of meals included in earnings	121	16.5	28.1	16.5	8.3	5.8	24.8
Value of meals not included, or no meals	80	13.8	15.0	11.3	11.3	7.5	41.3
Meals only (no cash wages)	80	45.0	36.3	18.8	—	—	—
Other restaurants—Total	<sup>3</sup> 317	18.9	22.4	17.0	8.5	9.8	23.3
Value of meals included in earnings	181	19.9	17.2	17.7	8.9	10.0	26.5
Value of meals not included, or no meals	135	17.8	28.9	16.3	8.1	9.6	19.3
Office work	454	12.6	8.8	5.9	5.9	5.9	60.8

<sup>1</sup> Some totals exceed details because of the inclusion of groups too small to be shown separately.

<sup>2</sup> Value of meals is included in earnings for all but 6.

<sup>3</sup> Total includes 1 woman who was given meals but no cash wages.

Unpublished figures of time worked and earnings show not only a definite relation between weeks worked and year's earnings but that average weekly earnings tend to increase as the weeks worked increase. The average earnings in the year of all women with weeks worked reported in factories were \$319; for those who worked less than 4 weeks the average was \$14, for those working 24 and under 28 weeks it was \$275, for the group at 32 and under 36 weeks it was \$378.50, for those at 48 and under 50 weeks it was \$680, and for those working 50 to 52 weeks it was \$735. On a weekly basis the average would be over \$13 for those working 48 weeks or more but would be less than \$12 for those working under 44 weeks, and less than \$11 for those working under 16 weeks. Meat packers in Omaha paid amounts that averaged \$990.50 for the year to the women who worked as long as 50 weeks, but other food-product firms paid amounts that averaged only \$712 in Omaha and \$273 in other places for 50 to 52 weeks. The largest group in clothing firms worked 40 and under 44 weeks and these averaged \$439.

Stores comprised the only other class with enough women in each interval of weeks worked for the computation of average earnings. The average for the entire group was extremely low, due largely to the fact that the majority of the women had less than 24 weeks of work. The group who worked 16 and under 20 weeks (80 women) averaged \$189.50, those who worked 24 and under 28 weeks (46 women) \$241, those at 32 and under 36 weeks (62 women) \$422, those at 48 and under 50 weeks (83 women) \$671.50, and those at 50 to 52 weeks (616 women) \$774.50. The women in department stores who worked as much as 50 weeks averaged \$781.50, and those in ready-to-wear stores \$719.

Office workers had relatively high earnings; the year's average of all, regardless of time worked, was \$824.50; for the group who worked a full year, 50 to 52 weeks, the average was \$988.

Table 4, which gives the weeks worked in the reporting firms by women who earned less than \$600 and by women who earned \$600 and over, shows that a considerable number of them received inadequate wages though they had worked quite steadily through the year. For example, almost one-tenth of the 4,070 women with earnings of less than \$600 had worked as long as 48 to 52 weeks, and a similar group had worked 36 and under 48 weeks.

In factories more than three-tenths of the 1,199 women who had earnings below \$600 worked 36 weeks or more. The least unfavorable situation was in meat-packing plants, where only 6 percent of the low-earnings group worked as long as 36 weeks, and none so long as 48, for such amounts. In contrast, 32 percent of the women earning less than \$600 in plants making other food products and 37 percent of those in clothing factories worked 36 weeks or longer.

The proportion of the low-earnings group in stores who worked 36 weeks or more was smaller, only 10 percent, but varied by type of store from 7 percent in department stores to 15 percent in ready-to-wear stores and to 23 percent in limited-price stores. More than two-thirds of the total store group with earnings below \$600 worked less than 12 weeks, probably much of this the temporary employment before Easter and Christmas. In laundries two-fifths of the women who earned under \$600 worked 36 weeks or more, over three-tenths working at least 48 weeks. Office workers had much better earnings for the weeks they worked, as only 11 percent of the low-earnings group worked as long as 36 weeks.

There was considerable variation in the weeks worked by the women in the low-earnings group in hotels and restaurants. More than four-fifths (83 percent) of the women in hotel restaurants with earnings below \$600, including the value of the meals they received, worked less than 12 weeks, and only 4 percent worked 36 weeks or more. In contrast to this, of the 80 women in store restaurants who had cash earnings below \$600, 33 percent worked less than 12 weeks, 42 percent worked as long as 36 weeks, and 33 percent as long as 48 weeks. In the other classes from 13 to 21 percent of the women in the low-earnings group worked 36 weeks or more, and from 51 to 56 percent worked less than 12 weeks.

The large majority of the women who had total earnings of \$600 and over worked very steadily through the year. Just over three-fourths of those in meat packing, and from 82 to 96 percent of those in the other industries, worked 48 weeks or more.

TABLE 4.—Weeks worked by women who had earnings in 1937 of less than \$600 and of \$600 and over, by industry

Industry	Women with earnings and time worked reported <sup>1</sup>	Women who earned less than \$600						Women who earned \$600 and over			
		Number	Percent who worked —					Number	Percent <sup>2</sup> who worked —		
			Under 12 weeks	12, under 24 weeks	24, under 36 weeks	36, under 48 weeks	48 weeks and over		Under 36 weeks	36, under 48 weeks	48 weeks and over
All industries—Total	5,632	4,070	55.6	15.7	10.7	9.1	8.8	1,562	1.6	9.7	88.7
Manufacturing—Total	1,612	1,199	36.2	17.8	14.6	15.1	16.3	413	1.9	14.5	83.5
Food products	941	630	43.8	21.0	11.1	8.4	15.7	311	2.6	15.1	82.3
Meat packing	401	183	51.4	26.2	16.4	6.0	—	218	3.2	20.2	76.6
Other food	540	447	40.7	18.8	8.9	9.4	22.1	93	1.1	3.2	95.7
Clothing	324	302	32.5	13.9	16.2	31.8	5.6	22	—	—	—
Stores—Total	2,578	1,865	68.6	13.8	8.2	6.3	3.2	713	1.8	8.4	89.8
Department	2,135	1,523	71.4	13.5	7.7	5.4	2.0	612	1.8	8.2	90.0
Limited-price	181	160	45.6	17.5	14.4	10.6	11.9	21	—	—	—
Ready-to-wear	262	182	64.8	13.7	6.0	9.9	5.5	80	2.5	12.5	85.0
Laundries	114	109	31.2	19.3	10.1	8.3	31.2	5	—	—	—
Hotels—Total	305	271	72.7	11.1	7.4	4.8	4.1	34	—	—	—
Lodging department	106	102	55.9	18.6	8.8	6.9	9.8	4	—	—	—
Restaurant department <sup>3</sup>	199	169	82.8	6.5	6.5	3.5	.6	30	—	—	—
Store restaurants—Total	201	167	46.1	17.4	11.4	7.8	17.4	34	—	—	—
Value of meals included	121	97	55.7	20.6	10.3	7.2	6.2	24	—	—	—
Value of meals not included, or no meals	80	70	32.9	12.9	12.9	8.6	32.9	10	—	—	—
Other restaurants—Total	316	254	51.2	21.3	10.6	9.1	7.9	62	—	12.9	87.1
Value of meals included	181	132	50.8	24.2	12.1	8.3	4.5	49	—	14.3	85.7
Value of meals not included, or no meals	135	122	51.6	18.0	9.0	9.8	11.5	13	—	—	—
Office work	454	167	58.1	15.0	15.6	6.0	5.4	287	1.0	5.9	93.0

<sup>1</sup> Some totals exceed details because of the inclusion of groups too small to be shown separately.<sup>2</sup> Percents not computed where base less than 40.<sup>3</sup> Value of meals is included in earnings.

**Year's earnings and locality.**

As noted previously, about nine-tenths of the women were in Omaha establishments. In those industries where the year's earnings were tabulated for Omaha and for other places, it was found that the difference in the respective earnings levels varied in the different industries. For example, the year's total earnings for all women in the Omaha factories supplying 1937 records were \$287, or \$161 more than the average in other places. In stores, on the other hand, women employed elsewhere averaged \$111.50 compared to \$89.50 in Omaha, and in independent restaurants the women whose earnings included the value of meals averaged \$275 in other places and \$144 in Omaha. Women averaged higher earnings in offices in Omaha than elsewhere.

