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EARNINGS OF WOMEN
IN SELECTED
MANUFACTURING INDUSTRIES, 1946

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,

Washington, December 22, 1947.

SIR: I have the honor to present a report on the earnings of women factory workers, a subject of widespread interest, both current and continuing. This report is a compilation and interpretation of the most comprehensive data that ever have been available at a single period of time to show certain important details as to the earnings of women employed on manufacturing processes in selected industries. The basic material used here was secured from Bureau of Labor Statistics Industry Wage Structure Bulletins and from wage tabulations for individual localities. Women constitute from 40 to over 75 percent of the work force in almost every industry included here. Taken together these industries employ over a sixth of all women manufacturing production workers.

The statistical tables on women's earnings used as a basis for this analysis were prepared by Helen H. Hassell under the direction of Isadore Spring, Chief of the Bureau's Statistical Section, and the interpretation was made and the report written by Mary Elizabeth Pidgeon, Chief of the Bureau's Economic Studies Section.

Respectfully submitted.

FRIEDA S. MILLER, *Director.*

HON. L. B. SCHWELLENBACH,
Secretary of Labor.

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EARNINGS OF WOMEN IN SELECTED MANUFACTURING INDUSTRIES, 1946

FOREWORD

The amount of money that can be earned to meet the expenses of daily living is a first consideration with the worker. Hence repeated requests come to the Women's Bureau for information on women's wages, both as to their earnings in general and also as to the amounts they receive in particular industries and localities. This type of information has special significance, for example, to minimum-wage administrators, to women in unions and union wage negotiators, to women's organizations furthering programs relating to women's wages, and to others. Furthermore, a knowledge of such earnings is of primary importance in the work the Women's Bureau is legally directed to perform—"to formulate standards and policies for the welfare of wage-earning women."

Many of the persons asking for information on women's wages do not have a general understanding of the marked extent to which the contents of the worker's pay envelope varies, for example, by industry, occupation, locality, and period of time—often even from week to week. Moreover, these are only the more obvious factors that influence wages; the over-all volume of economic activity and the relative importance of different types of activity determine to a considerable extent the levels and the general patterns of wages.

CHARACTER AND SOURCE OF DATA

The data on women's earnings shown in this report afford a good general picture of what women factory workers in certain industries were receiving within the 2- to 10-month period immediately following the war. They give information on the variations in women's earnings by industry, skill of occupation, and section of the country in which they work. Earnings in union and nonunion plants are also discussed.

This is the first time available wage data by sex have been of such scope, including as they do detailed occupational and other breakdowns, covering a considerable number of important industries and a wide geographical area, and confined, furthermore, to a brief span of time. The Women's Bureau is fortunate in having access to this

material, which was prepared by the Bureau of Labor Statistics from wage data collected directly by representatives in its various regional offices from the records of individual companies.¹

Naturally, those who need to use wage data want them to refer to a very recent period. It would be immensely helpful to all agencies requiring them to have women's earnings reported for a large number of industries and occupations over a wide geographical area and at frequent intervals, say every 6 months, or even annually. To achieve this would require a very considerable statistical staff in continuous operation—a much larger staff than any government agency ever has had or is likely to have in the near future for this special purpose.²

Taken together, the industries included in this report employ over a sixth of all women production workers. The industries reported here are those for which data on postwar earnings were available from the Bureau of Labor Statistics in preliminary form in February 1947 and in which the employment of women is important.³

The number of women plant workers in these industries, as estimated by the Bureau of Labor Statistics, totals 543,600. For the most part, the earnings shown in this study are those reported for these women in Bureau of Labor Statistics Industry Wage Structure Bulletins. These were supplemented, for the discussion of earnings differences among individual localities (pp. 6-7), by information secured from Bureau of Labor Statistics reports on earnings tabulated by individual locality. These locality tabulations included 215,000 women in 29 States of chief industrial importance. Table 1 shows for each industry the Bureau of Labor Statistics estimates both of the total number of women plant workers and of the proportion the women constituted of the industry's plant force.

Women constituted more than 40 percent of the estimated plant work force in almost every industry reported here, most of which are long-time employers of many women. In 8 of the 12 industry groups shown on table 1, from one-half to more than three-fourths of the work force were women.

¹ Only establishments with eight or more employees are included. The Wage Analysis Branch of the Bureau of Labor Statistics shows these wage data separately for various industries in its mimeographed industry Wage Studies Bulletins, Series 2—Wage Structure, Reports for individual industries.

² The Women's Bureau has concentrated the wage studies of its small field and research staffs on: (1) conditions in some particular industry which employs many women, or pays them low wages, or presents special wage problems for them; and (2) certain special problems arising in connection with women's wages. See, for example, current Women's Bureau report on Women Workers in Power Laundries and releases on equal-pay legislation. Earlier reports also give analyses that still are useful in relation to particular problems connected with women's wages, for example Bulletin 196, "Equal Pay" for Women in War Industries, and Bulletins 166 and 191 showing minimum-wage laws and orders and their influence on women's wages.

³ These industries are limited to those for which the Bureau of Labor Statistics obtained pay-roll data representing the months October 1945-June 1946.

Table 1.—Number of Women Plant Workers in Selected Manufacturing Industries

Industry	Month and year reported	Estimated number of women plant workers ¹	Percent women were of all plant workers
All industries included in report		543, 599	-----
Textile mill products:			
Cotton	April 1946	175, 945	41
Southern mills		144, 657	41
Northern mills		31, 288	43
Hosiery	January 1946	69, 325	64
Seamless		37, 225	72
Full-fashioned		32, 100	57
Woolen and worsted	April 1946	67, 975	43
Rayon and silk	June 1946	39, 800	50
Footwear ²	October 1945	92, 600	56
Tobacco	January 1946	³ 54, 304	66
Cigar		34, 354	77
Cigarette		16, 400	54
Paper container	October 1945	33, 850	45
Set-up box		16, 550	70
Folding box		8, 700	37
Corrugated, fiber box		8, 600	31
Costume jewelry	January 1946	9, 800	56

¹ As reported in Bureau of Labor Statistics Industry Wage Structure Bulletins.

² Excludes house slippers and rubber footwear.

³ Total exceeds details as details not shown for a small number of women in tobacco plants other than those making cigars and cigarettes.

The earnings reported were received in the early postwar period—largely in early 1946, a few in late 1945, as indicated in table 1. They consist of straight-time average hourly earnings, including earnings by piece work and under incentive systems, but excluding premium overtime and special bonuses such as Christmas and profit-sharing payments. General wage raises given after these reports were secured are not shown here.

INDUSTRY VARIATIONS IN WOMEN'S EARNINGS

A brief over-all summary serves to show the general relationships of these industries to one another in respect to levels of women's wages.

Among the industries and industry groups analyzed (see table 2), average hourly earnings for women plant workers were highest in woolen and worsted mills—86 cents an hour. Earnings in these plants averaged 85 cents or more for over 40 percent of the women and less than 65 cents for only a very small proportion. Nearly half of the women had averages of 75 to 90 cents an hour, and a small proportion (nearly 2 percent), representing the highest skills, averaged \$1.40 an hour or more (as is shown in fuller data not published here).

At the other end of the scale were the seamless hosiery plants and the plants making paper containers. Averages for the women plant workers reported in these industries were 58 to 65 cents an hour. In these industries few women received average pay as high as 85 cents an hour; well over half had averages below 65 cents an hour; and the more complete data show that some of the women had averages

below 50 cents.⁴ A brief summary of the distribution of these averages is presented in table 2.

Table 2.—Average Earnings of Women Plant Workers in Selected Manufacturing Industries, All Areas Reported

Industry	Average hourly earnings	Percent of women whose average hourly earnings were—		Weekly average, if a 40-hour week
		Less than 65 cents	85 cents or over	
Woolen and worsted.....	\$0.86	7	41	\$34.40
Full-fashioned hosiery.....	.78	34	34	31.20
Cigarette.....	.75	24	29	30.00
Rayon and silk.....	.74	17	19	29.60
Cotton textile.....	.72	15	11	28.80
Footwear ¹.....	.69	55	20	27.60
Cigar.....	.69	45	18	27.60
Costume jewelry.....	.68	44	12	27.20
Corrugated, fiber box.....	.65	53	6	26.00
Folding paper box.....	.62	61	4	24.80
Set-up paper box.....	.61	66	5	24.40
Seamless hosiery.....	.58	71	4	23.20

¹ Excludes house slippers and rubber footwear.

INDUSTRY VARIATIONS IN WOMEN'S EARNINGS AMONG CHIEF GEOGRAPHICAL REGIONS

Average hourly earnings in the same industry varied markedly from one geographical region to another, as table 3 shows.

Table 3.—Average Hourly Earnings of Women Plant Workers in Selected Manufacturing Industries, by Region¹

Industry	United States	New England	Middle Atlantic	South-east	Great Lakes
Textile mill products:					
Cotton.....	\$0.72	\$0.77	(2)	\$0.71	(2)
Hosiery:					
Seamless.....	.58	(2)	\$0.63	.57	(2)
Full-fashioned.....	.78	(2)	.86	.71	\$0.82
Woolen and worsted.....	.86	.90	.84	(2)	(2)
Rayon and silk.....	.74	.77	.72	.73	(2)
Footwear ³.....	.69	.77	.69	(2)	.64
Tobacco:					
Cigar.....	.69	(2)	.71	.69	(2)
Cigarette ⁴.....	.75	(2)	(2)	.75	(2)
Paper container:					
Set-up box.....	.61	.55	.64	(2)	.60
Folding box.....	.62	.60	.62	(2)	.63
Corrugated, fiber box.....	.65	(2)	.67	(2)	.66
Costume jewelry.....	.68	.66	.75	(2)	(2)

¹ Earnings for each industry are shown only for regions where more than 10 percent of the women were employed.

² No women or less than 10 percent of all women reported in the industry.

³ Excludes house slippers and rubber footwear. In the Middle West region, where 15 percent of the women were employed, earnings averaged 58 cents.

⁴ In the Border region, where 46 percent of the women were employed, earnings averaged 75 cents.

⁴ No attempt is made in this bulletin to discuss the factors which enter into estimates of minimum cost-of-living budgets. It may be noted, however, that in the 7 minimum-wage States for which cost-of-living budgets were prepared in 1946, estimates of the minimum amounts needed weekly to enable a single woman without dependents to be self-supporting ranged from \$28 to \$39. These estimates allow for the purchase of food, shelter, clothing, and other commodities and services and for the payment of social security, Federal, and State income taxes where required.

In the cotton textile industry, which employed more women than any other single industry included in this report, the average hourly earnings of women in the Southeast region were 6 cents less than in the New England region. The widest regional spread in earnings was reported in footwear, where there was a difference of 19 cents in the average hourly earnings of women between the New England and the Middle West regions.

Difference in Average Earnings Between Highest-Paying and Lowest-Paying Region, for Each Industry¹

Industry	Highest-paying region	Lowest-paying region	Regional difference in—	
			Hourly average	Weekly average, if a 40-hour week
Footwear ²	New England.....	Middle West.....	\$0.19	\$7.60
Full-fashioned hosiery.....	Middle Atlantic.....	Southeast.....	.15	6.00
Set-up paper box.....	do.....	New England.....	.09	3.60
Costume jewelry.....	do.....	do.....	.09	3.60
Cotton textile.....	New England.....	Southeast.....	.06	2.40
Woolen and worsted.....	do.....	Middle Atlantic.....	.06	2.40
Seamless hosiery.....	Middle Atlantic.....	Southeast.....	.06	2.40
Rayon and silk.....	New England.....	Middle Atlantic.....	.05	2.00
Folding paper box.....	Great Lakes.....	New England.....	.03	1.20
Cigar.....	Middle Atlantic.....	Southeast.....	.02	.80
Corrugated, fiber box.....	do.....	Great Lakes.....	.01	.40
Cigarette.....	(³).....	(³).....	.00	.00

¹ Derived from data shown in table 3.

² Excludes house slippers and rubber footwear.

³ This industry was represented in only two regions, Southeast and Border, and in each region earnings averaged 75 cents.

There also was wide variation in the earnings among different industries in any one region. The greatest difference—35 cents per hour—between the highest-paying and lowest-paying industry in any one region occurred in New England. The least difference in average earnings among the various industries was in the Southeastern region, though even there the highest hourly average was 18 cents above the lowest. See the following summary.

Difference in Average Earnings Between Highest-Paying and Lowest-Paying Industry, for Four Regions¹

Region	Highest-paying industry	Lowest-paying industry	Industry difference in—	
			Hourly average	Weekly average, if a 40-hour week
New England.....	Woolen and worsted.....	Set-up paper box.....	\$0.35	\$14.00
Middle Atlantic.....	Full-fashioned hosiery.....	Folding paper box.....	.24	9.60
Great Lakes.....	do.....	Set-up paper box.....	.22	8.80
Southeast.....	Cigarette.....	Seamless hosiery.....	.18	7.20

¹ Derived from data shown in table 3.

INDUSTRY VARIATIONS IN WOMEN'S EARNINGS AMONG INDIVIDUAL LOCALITIES⁵

Up to this point the discussion has dealt with average earnings in broad geographical regions. The pages that follow consider average earnings of women plant workers as between individual localities. It is not surprising that these frequently vary more markedly than the over-all averages for broader areas, since an average for a broader area will tend to cancel out some of the more extreme differences between individual localities.

Average hourly earnings paid in the highest-paying localities for the individual industries analyzed ranged from 65 cents in the seamless hosiery industry to \$1.06 in the footwear industry. Average hourly earnings in the lowest-paying localities for the different industries analyzed varied from 49 cents in the set-up box industry to 72 cents in the woolen and worsted industry. The highest and lowest average earnings reported by individual localities, for the industries covered, are shown in table 4.

Table 4.—Average Earnings of Women Plant Workers in Selected Manufacturing Industries, by Highest-Paying and Lowest-Paying Locality¹

Industry	Number of localities reported	Average hourly earnings		Average weekly earnings, if a 40-hour week	
		Highest-paying locality	Lowest-paying locality	Highest-paying locality	Lowest-paying locality
Textile mill products:					
Cotton.....	26	\$0.87	\$0.67	\$34.80	\$26.80
Hosiery:					
Seamless.....	13	.65	.50	26.00	20.00
Full-fashioned.....	11	.89	.65	35.60	26.00
Woolen and worsted.....	16	.96	.72	38.40	28.80
Rayon and silk.....	16	.94	.69	37.60	27.60
Footwear ²	18	1.06	.55	42.40	22.00
Tobacco:					
Cigar.....	12	.84	.60	33.60	24.00
Cigarette.....	3	.78	.68	31.20	27.20
Paper container:					
Set-up box.....	12	.78	.49	31.20	19.60
Folding box.....	12	.83	.50	33.20	20.00
Corrugated, fiber box.....	11	.81	.55	32.40	22.00
Costume jewelry.....	4	.87	.66	34.80	26.40

¹ There may be a lower or higher average for a locality for which data were not available.

² Excludes house slippers and rubber footwear.

In most industries, women in the highest-paying locality reported for an industry had an hourly average more than 20 cents higher than

⁵ Locality (or wage area), as used here, corresponds with the definition of a wage area as defined by the Bureau of Labor Statistics in its Wage Structure Bulletins—"a wage area * * * consists of a city and such surrounding territory as constitutes a relatively homogeneous area with respect to wage structure. In general, each wage area consists of a single county, although some cover a smaller or larger territory."

those in the lowest-paying locality for the same industry. The greatest locality difference in earnings was in footwear, where women in the highest-paying locality had an average of 51 cents an hour more than those in the lowest. For a 40-hour week this difference would amount to \$20.40. Only in 2 of 12 individual industries was the difference in hourly averages from highest- to lowest-paying locality as little as 15 cents or less. The following summary shows how much less, on the average, women earned in the lowest-paying locality of each industry compared with the highest-paying.

Difference in Average Earnings Between Highest-Paying and Lowest-Paying Locality, for Each Industry¹

Industry	Locality difference in—	
	Hourly average	Weekly average, if a 40-hour week
Footwear.....	\$0.51	\$20.40
Folding paper box.....	.33	13.20
Set-up paper box.....	.29	11.60
Corrugated, fiber box.....	.26	10.40
Rayon and silk.....	.25	10.00
Woolen and worsted.....	.24	9.60
Cigar.....	.24	9.60
Full-fashioned hosiery.....	.24	8.40
Costume jewelry.....	.21	8.40
Cotton textile.....	.20	8.00
Seamless hosiery.....	.15	6.00
Cigarette.....	.10	4.00

Derived from data shown in table 4.

OCCUPATIONAL VARIATIONS IN WOMEN'S EARNINGS

It is to be expected that there are great variations in the earnings of women in different occupations, even within the same industry. Some occupations are considerably more skilled than others and therefore require more training and experience before proficiency is gained. Some industries or plants may have a more carefully studied wage structure than others. Some may have a more fully developed system of collective bargaining for a wage scale than others. These and other circumstances tend to influence differences in occupational pay, from industry to industry, and even within the same industry.

From 10 of the industries included in this report, 63 characteristic occupations (see p. 9) that employ large numbers of women have been selected for analysis. The range in average hourly earnings within each industry in the occupations selected for that industry is as follows:

Occupational Difference in Average Hourly Earnings of Women Plant Workers¹

Industry ¹	Number of plant occupations included ¹	Average hourly earnings		
		Highest-paying occupation	Lowest-paying occupation	Difference between highest and lowest
Woolen and worsted	6	\$1.09	\$0.74	\$0.35
Cigarette	4	.93	.61	.32
Footwear	8	.85	.58	.27
Cigar	6	.85	.60	.25
Full-fashioned hosiery	9	.94	.72	.22
Rayon and silk	5	.92	.71	.21
Cotton textile	9	.87	.67	.20
Set-up paper box	4	.69	.55	.14
Costume jewelry	4	.72	.59	.13
Seamless hosiery	8	.64	.57	.07

¹ Limited to industries for which more than one occupation was reported and to occupations which reported 1,000 or more women. This basis of selection resulted in the omission of all occupations in the folding paper box and corrugated, fiber box industries.

The foregoing summary shows that in each of these individual industries the average hourly earnings of the women engaged in the highest-paying occupation were from 7 to 35 cents more than the average of those at work in the lowest-paying job in the same industry. A glance at the list of occupations on page 9 will show the detail for each individual industry.

In 21 of the 63 occupations included here, women's earnings averaged 80 cents or more an hour. These 21 were in cotton textile, full-fashioned hosiery, woolen and worsted, rayon and silk, footwear, cigar, and cigarette plants, most of them industries that have long traditions both of requiring considerable skill in some operations and of well-organized unions that bargain collectively for a wage scale.

Some types of weaving occupations in cotton, in woolen and worsted, and in rayon and silk mills, boarder and pairer occupations in full-fashioned hosiery mills, and the occupation of machine packer of cigarettes paid averages higher than any other of all the 63 occupations included here. Following these closely were the earnings of fancy stitchers in footwear factories, of hand bunchmakers for cigars, and of ring-frame spinners in woolen and worsted mills. All the foregoing had averages of at least 85 cents an hour. In none of the characteristic occupations in full-fashioned hosiery listed here did women's earnings average less than 72 cents, and, in woolen and worsted mills, less than 74 cents.

At the other end of the scale, averages were less than 65 cents in all the seamless hosiery occupations reported here; and were 60 cents or less in four occupations in this industry, in two occupations each in footwear and in set-up paper box plants, and in one each in costume jewelry and in cigar factories. Lowest hourly averages of all were 55 cents for bundlers of boxes in set-up paper box plants and 57 cents for hand menders of seamless hosiery.

The following summary lists the earnings in the 63 occupations discussed here.

Average Hourly Earnings of Women Plant Workers in Chief Occupations of Women in Selected Manufacturing Industries, 1946¹

Industry and occupation ¹	Average hourly earnings of women in—		
	United States ²	New England	Southeast
Cotton textile:			
Weaver, dobbie.....	\$0. 87	(¹)	\$0. 86
Weaver, plain automatic.....	. 83	\$0. 88	. 83
Doffer, spinning frame.....	. 74	(¹)	. 72
Spinner, ring frame.....	. 73	. 79	. 72
Twister tender.....	. 72	(¹)	. 73
Winder, yarn.....	. 71	. 80	. 70
Inspector, cloth, hand.....	. 70	. 72	. 69
Inspector, cloth, machine.....	. 69	(¹)	. 69
Battery hand.....	. 67	. 68	. 67

Industry and occupation ¹	Average hourly earnings of women	Industry and occupation ¹	Average hourly earnings of women
Seamless hosiery:		Footwear: ⁴	
Knitter, automatic.....	\$0. 64	Fancy stitcher.....	\$0. 85
Looper ³.....	. 62	Vamper.....	. 80
Boarder, machine.....	. 61	Skiver.....	. 74
Paier.....	. 61	Treer.....	. 74
Knitter, transfer.....	. 60	Shoe cleaner.....	. 62
Folder and boxer.....	. 60	Inspector.....	. 61
Inspector.....	. 58	Paster, backer, fitter.....	. 60
Mender, hand.....	. 57	Flour girl.....	. 58
Full-fashioned hosiery:		Cigar:	
Boarder, machine.....	. 94	Bunchmaker, hand.....	. 85
Paier.....	. 87	Roller, hand.....	. 83
Seamer.....	. 83	Wrapper layer, long-filler machine.....	. 70
Topper.....	. 83	Bunchmaker, shredded-filler machine.....	. 67
Looper: ³		Stripper, machine.....	. 62
Toe only.....	. 82	Stripper, hand.....	. 60
Toe and heel.....	. 81	Cigarette:	
Mender, hand.....	. 78	Packer, machine.....	. 93
Folder and boxer.....	. 76	Catcher, machine.....	. 82
Inspector.....	. 72	Picker (searcher).....	. 67
Woolen and worsted:		Stemming-machine feeder.....	. 61
Weaver (except Jacquard).....	1. 09	Set-up paper box:	
Spinner, ring frame.....	. 85	Wrapping-machine operator, automatic.....	. 69
Twister tender.....	. 83	Stripping-machine operator.....	. 67
Winder, yarn.....	. 83	Box-maker, hand.....	. 59
Inspector, cloth, hand.....	. 77	Bundler, box.....	. 55
Doffer, spinning frame.....	. 74	Costume jewelry:	
Rayon and silk:		Punch-press operator, class B.....	. 72
Weaver, box.....	. 92	Assembler, class C.....	. 70
Weaver, plain, automatic.....	. 92	Bench hand, class B.....	. 65
Weaver, dobbie.....	. 91	Carder, wrapper and packer.....	. 59
Twister tender and spinner.....	. 71		
Winder, yarn.....	. 71		

¹ Limited to industries for which more than one occupation was reported and to occupations which reported 1,000 or more women. This basis of selection resulted in the omission of all occupations in the folding paper box and corrugated, fiber box industries.

² Includes data for other regions in addition to those shown separately.

³ With more than 1 year's experience.

⁴ Excludes house slippers and rubber footwear.

MINIMUM ENTRANCE RATES AND MINIMUM JOB RATES

Minimum entrance rates for women plant workers were as high as 75 cents in only 3 percent of the total number of manufacturing plants reported in this study; they were less than 50 cents in about one-third of these plants. These figures are shown in table 5.

Table 5.—Minimum Entrance Rates and Minimum Job Rates for Women Plant Workers in Plants in Selected Manufacturing Industries

	Total number of plants reported	Plants having minimum hourly rates for women of—					
		Less than 50 cents	50, less than 55 cents	55, less than 65 cents	65, less than 75 cents	75 cents and over	No established minimum
Minimum entrance rates:							
Number of plants	2, 546	822	517	579	395	84	149
Percent distribution	100	32	20	23	16	3	6
Minimum job rates:							
Number of plants	2, 555	619	431	646	479	184	196
Percent distribution	100	24	17	25	19	7	8

Table 5 also shows that minimum job rates for women plant workers were as high as 75 cents in only 7 percent of the plants studied; in almost one-fourth of these plants, minimum job rates were below 50 cents.

MINIMUM ENTRANCE RATES IN INDIVIDUAL INDUSTRIES

Of the plants with minimum entrance rates for women plant workers as high as 75 cents an hour, 70 percent were woolen and worsted mills. Twenty-two percent of all woolen and worsted mills had these higher minimum entrance rates, but this was true of only 7 percent of the northern cotton mills, 3 percent of the rayon and silk mills, and 4 percent of the costume jewelry plants. In the other industries reported here not one plant, or only a negligible percent, had minimum entrance rates as high as 75 cents.

Of those at the lower end of the scale, having a minimum entrance rate of less than 50 cents, two-thirds were footwear, seamless hosiery, and paper container factories. Detailed data show that over 80 percent of the seamless hosiery plants and practically half of the footwear and of the cigar factories had an entrance minimum this low.

Further details on the industry distribution of plants having various minimum entrance rates are given in table 6.

MINIMUM JOB RATES IN INDIVIDUAL INDUSTRIES

Of the 184 plants with the higher minimum job rates for women plant workers (75 cents or more) over two-thirds were textile mills, though textile mills were less than half of all plants reported. Detailed data

Table 6.—Minimum Entrance Rates for Women Plant Workers in Plants in Selected Manufacturing Industries, by Industry

Industry	Total number of plants reported	Plants having minimum hourly entrance rates for women of—					
		Less than 50 cents	50, less than 55 cents	55, less than 65 cents	65, less than 75 cents	75 cents and over	No established minimum
Total ¹	2,546	822	517	579	395	84	149
Textile mill products:							
Cotton.....	343	30	26	123	147	8	9
Southern mills.....	222	23	20	87	91	1	1
Northern mills.....	121	7	6	36	56	8	8
Hosiery:							
Seamless.....	205	166	18	10	1	10	10
Full-fashioned.....	184	74	68	15	3	24	24
Woolen and worsted.....	265	19	27	76	83	59	1
Rayon and silk.....	236	27	32	69	93	8	7
Footwear ²	346	183	102	37	2	1	21
Tobacco:							
Cigar.....	196	92	42	16	8	2	36
Cigarette.....	18	1	1	14	2	1	1
Paper container:							
Set-up box.....	285	134	61	65	9	16	16
Folding box.....	181	45	63	41	23	1	8
Corrugated, fiber box.....	165	26	57	64	12	1	5
Costume jewelry.....	92	13	16	38	10	4	11

¹ Total exceeds details as details not shown for a few tobacco plants other than those making cigars and cigarettes.

² Excludes house slippers and rubber footwear.

show that 34 percent of the woolen and worsted mills, only 8 percent of the rayon and silk and of the northern cotton mills, and none of the southern cotton mills had minimum job rates as high as 75 cents an hour. (See table 7.)

Table 7.—Minimum Job Rates for Women Plant Workers in Plants in Selected Manufacturing Industries, by Industry

Industry	Total number of plants reported	Plants having minimum hourly job rates for women of—					
		Less than 50 cents	50, less than 55 cents	55, less than 65 cents	65, less than 75 cents	75 cents and over	No established minimum
Total ¹	2,555	619	431	646	479	184	196
Textile mill products:							
Cotton.....	343	13	13	117	180	10	10
Southern mills.....	222	8	10	95	109	1	1
Northern mills.....	121	5	3	22	71	10	10
Hosiery:							
Seamless.....	205	149	23	10	3	1	20
Full-fashioned.....	182	56	39	43	4	1	39
Woolen and worsted.....	277	8	14	59	88	95	13
Rayon and silk.....	236	5	19	73	120	19	13
Footwear ²	346	135	92	67	14	7	31
Tobacco:							
Cigar.....	196	87	40	22	8	5	34
Cigarette.....	18	1	1	12	4	1	1
Paper container:							
Set-up box.....	285	98	77	72	13	7	18
Folding box.....	181	33	56	52	14	19	7
Corrugated, fiber box.....	164	16	41	75	15	8	9
Costume jewelry.....	92	6	13	33	14	12	14

¹ Total exceeds details as details not shown for a few tobacco plants other than those making cigars and cigarettes.

² Excludes house slippers and rubber footwear.

At the lower end of the scale, of the plants with minimum job rates of less than 50 cents, about 70 percent were footwear, seamless hosiery, or paper container factories, though less than half of all plants reported were in these industries. Detailed data show that more than 70 percent of the seamless hosiery mills, nearly half the cigar factories, 30 to 40 percent of the footwear and of the full-fashioned hosiery mills, and over 20 percent of the paper container plants had minimum job rates below 50 cents. Table 7 gives further detail on minimum job rates in the various industries.

EARNINGS IN UNION AND NONUNION PLANTS

EARNINGS IN INDIVIDUAL OCCUPATIONS

In some cases sufficient data were reported to enable a comparison of women's average earnings in occupations in union and nonunion plants. Pay in these individual occupations almost always averaged somewhat higher in all the union plants taken together than in all the nonunion plants together. The differences in women's occupational averages from union to nonunion plants usually were greater—sometimes considerably greater—in the more skilled than in the less skilled occupations.

In eight of the nine reported occupations in cotton textile plants, women's hourly averages in the total of union plants were from 1 to 6 cents above those in the nonunion plants.

In seven of eight occupations in seamless hosiery manufacture, women's averages were from 2 to 11 cents more in the total of union than of nonunion plants. In nine occupations in full-fashioned hosiery manufacture, women's averages were from 3 to 23 cents more in the total of union than of nonunion plants, the difference being 12 cents or over in four of these occupations.

In five of six reported occupations in woolen and worsted mills the union plants averaged from 4 to 10 cents higher than the nonunion plants.

In all five occupations reported in rayon and silk mills the averages were higher in union than in nonunion plants.

In six occupations in the making of footwear, women's hourly averages were from 3 to 8 cents higher in all union plants together than in the total of nonunion plants, and in the two other occupations hourly averages were 11 cents higher.

In three out of the six reported occupations in cigar factories, and in the four occupations reported in set-up paper box plants, women's hourly averages in the total of union plants were 10 cents or more above those in nonunion plants.

In costume jewelry two occupations averaged 13 and 14 cents higher in the union plants, and the two other occupations were 6 and 7 cents above the nonunion plants.

The summary following shows in detail the data on average hourly earnings of women in individual occupations in union and nonunion plants.

EARNINGS IN ALL REPORTED OCCUPATIONS COMBINED

Where averages are taken for the total number of workers in all occupations in union plants, and in all those reported in nonunion plants in the same industry and wage area, the higher averages were found sometimes in union, sometimes in nonunion plants. Moreover, these differences between averages of union and of nonunion plants were small—in the great majority of cases less than 5 cents. Such over-all averages reflect differences among plants in the proportions of workers in the various occupations, as well as differences in the rates on particular jobs. It already has been pointed out that, at least so far as women are concerned, differences in averages between union and nonunion plants usually are greater for the more skilled than the less skilled occupations.

*Average Hourly Earnings of Women Plant Workers in Chief Occupations of Women in Union and Nonunion Plants*¹

Industry and occupation ¹	Average hourly earnings of women in—	
	Union plants	Nonunion plants
Cotton textile:		
Weaver, dobby.....	\$0.86	\$0.88
Weaver, plain automatic.....	.85	.82
Doffer, spinning frame.....	.76	.72
Spinner, ring frame.....	.76	.71
Winder, yarn.....	.75	.70
Twister tender.....	.73	.72
Inspector, cloth, hand.....	.73	.67
Inspector, cloth, machine.....	.70	.69
Battery hand.....	.69	.66
Seamless hosiery:		
Inspector.....	.67	.56
Looper ³.....	.66	.61
Boarder, machine.....	.66	.59
Paired.....	.64	.61
Knitter, transfer.....	.64	.59
Knitter, automatic.....	.63	.65
Folder and boxer.....	.62	.60
Mender, hand.....	.61	.56
Full-fashioned hosiery:		
Boarder, machine.....	1.06	.83
Topper.....	.92	.73
Paired.....	.91	.83
Seamer.....	.90	.78
Looper ² , toe and heel.....	.86	.76
Mender, hand.....	.86	.71
Looper ³ , toe only.....	.83	.80
Folder and boxer.....	.79	.73
Inspector.....	.75	.71

Footnotes at end of table.

*Average Hourly Earnings of Women Plant Workers in Chief Occupations of Women in Union and Nonunion Plants*¹—Continued

Industry and occupation ¹	Average hourly earnings of women in—	
	Union plants	Nonunion plants
Woolen and worsted:		
Weaver (except Jacquard).....	\$1.14	\$1.04
Twister tender.....	.87	.79
Spinner, ring frame.....	.86	.82
Winder, yarn.....	.86	.80
Inspector, cloth, hand.....	.82	.74
Doffer, spinning frame.....	.74	.74
Rayon and silk:		
Weaver, plain, automatic.....	.95	.91
Weaver, box.....	.94	.91
Weaver, dobbie.....	.93	.91
Winder, yarn.....	.77	.69
Twister tender and spinner.....	.76	.70
Footwear:		
Fancy stitcher.....	.86	.83
Vamper.....	.83	.76
Treer.....	.79	.68
Skiver.....	.77	.69
Shoe cleaner.....	.68	.57
Inspector.....	.62	.59
Paster, backer, fitter.....	.61	.57
Floor girl.....	.59	.56
Cigar:		
Bunchmaker, hand.....	.92	.78
Roller, hand.....	.90	.73
Bunchmaker, shredded-filler machine.....	.72	.65
Wrapper layer, long-filler machine.....	.68	.71
Stripper, hand.....	.65	.51
Stripper, machine.....	.62	.62
Set-up paper box:		
Wrapping-machine operator, automatic.....	.78	.63
Stripping-machine operator.....	.76	.59
Box-maker, hand.....	.68	.55
Bundler, box.....	.62	.52
Costume jewelry:		
Punch-press operator, class B.....	.84	.70
Assembler, class C.....	.75	.69
Bench hand, class B.....	.72	.65
Carder, wrapper and packer.....	.71	.58

¹ Limited to industries and occupations listed on p. 9, with the exception that data were not available on occupations in the cigarette industry.

² With more than 1 year's experience.

³ Excludes house slippers and rubber footwear.